

Morgan Lewis



CHAI R. FELDBLUM **PARTNER**



Washington, DC



Chai R. Feldblum helps companies and organizations create safe, respectful, and inclusive workplaces, focusing on preventing and responding to workplace harassment. Chai served as a commissioner of the Equal Employment Opportunity Commission (EEOC) from 2010 to 2019. As a director of Workplace Culture Consulting at Morgan Lewis, Chai’s policymaking background and insights on the EEOC’s enforcement of employment civil rights laws inform her approach to helping employers create diverse and inclusive workplaces, as well as to performing investigations and counseling employers.

Chai partners with employers to conduct workplace culture assessments, using qualitative and quantitative tools, and helps employers devise and implement strategic plans that address leadership, accountability, policies, procedures, and training. She guides companies in understanding the potential costs—including impact on productivity and job turnover—that can be tied to harassment and misconduct, and she helps employers develop proactive and concrete approaches to creating workplace environments where harassment and misconduct do not occur in the first place. She also engages in workplace investigations and counseling on a range of employment issues.

During her service on the EEOC, Chai co-led the Select Task Force on the Study of Harassment in the Workplace and coauthored a groundbreaking report on harassment prevention released in June 2016. Chai is also an authority on a range of employment civil rights issues, including the employment of people with disabilities, accommodations for pregnant workers, and prohibitions on sexual orientation and transgender discrimination.

Chai was the first openly lesbian commissioner of the EEOC and the fourth person with a disability to serve on the commission. She played a leading role in helping to draft and negotiate the Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008, as well as bills to prohibit discrimination against LGBT people.

Prior to her appointment to the EEOC, Chai was a professor at Georgetown Law, where she founded the law school’s Federal Legislation Clinic, which represented organizational clients focused on social justice issues. She also founded Workplace Flexibility 2010, a policy enterprise

focused on finding common ground between employers and employees on workplace flexibility issues. Chai clerked for Judge Frank M. Coffin of the US Court of Appeals for the First Circuit and for US Supreme Court Justice Harry A. Blackmun.

AWARDS AND AFFILIATIONS

Recommended, Labor and employment: Workplace and employment counseling, *The Legal 500 US* (2019)

ADMISSIONS

- › District of Columbia

CLERKSHIPS

- › Clerkship to Justice Harry A. Blackmun of the US Supreme Court (1986 - 1987)
- › Clerkship to Judge Frank M. Coffin of the US Court of Appeals for the First Circuit (1985 - 1986)

EDUCATION

- › Harvard Law School, 1985, J.D., magna cum laude
- › Barnard College, 1979, B.A., summa cum laude

SERVICES

- › Labor, Employment & Benefits
- › Workplace Culture Consulting & Training
- › Employment Counseling
- › Workplace Harassment Crisis Capabilities

REGIONS

- › North America