

## Megan P. Norris

### SERVICE AREAS

#### Business

- Employment + Labor
  - Class, Collective Action + Complex Employment Litigation
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations
- Automotive

#### Litigation + Trial

- Class + Collective Actions
- Employment + Labor
  - Class, Collective Action + Complex Employment Litigation
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations

#### Governments + Nonprofits

- Employment + Labor
  - Class, Collective Action + Complex Employment Litigation
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations

### EDUCATION

- University of Michigan Law School, J.D.
- Wesleyan University, B.A.



### Principal; Managing Director

#### Detroit

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A proven problem-solver with a knack for taking on the toughest challenges, Megan Norris, leader of the firm's Employment + Labor Law practice group, can handle any issue related to employment. She counsels her clients on all conceivable day-to-day employment matters, ranging from helping to determine appropriate discipline to advising them on conducting sexual harassment investigations to developing plans of action for handling difficult employees. In the courtroom, Megan defends her clients against a wide range of employment-related claims, including discrimination, harassment, tort claims such as intentional infliction of emotional distress and defamation. As a nationally recognized expert on the Americans With Disabilities Act (ADA) (for which Megan also handles non-employment matters such as cases involving student disabilities) and the Family and Medical Leave Act (FMLA), Megan also does a great deal of training on those laws as well as such areas as discipline and discharge and sexual harassment.

*"I view my job as understanding what my clients want to accomplish, educating them about the legal ramifications, and then helping them figure out the best way to achieve desired goals."*

Megan Norris

When a client calls with a difficult situation, such as how to handle a problem employee, Megan focuses on devising a solution that avoids litigation. For her clients, it is an enormous relief when issues that seemed intractable and overwhelming can be resolved out of court. When litigation is the only option, Megan sees the key to success as getting a full understanding of the client's business and motivations so that she can help a jury understand the thoughtful and well-intentioned people whose actions are being challenged.

## BAR ADMISSIONS

- Michigan

## EXPERIENCE

A client wanted to terminate a high-level executive without litigation. With her extensive background in such matters, Megan helped the client articulate the issues at hand and understand the executive's motivation. She then helped the client devise a process that made it possible for the executive to gracefully accept the termination.

In a case that went to court, Megan successfully defended a client in a difficult sexual harassment trial by helping the jury understand that her client reacted to the plaintiff's behavior in the same way a juror might -- not as nameless, faceless, cold-hearted corporation but as a human being.