



Amber L. Cox

Partner

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Amber joined Laner Muchin in 2009 as an associate and has been a partner at the Firm since 2015. She regularly counsels clients on compliance-related and strategic issues arising under a broad range of federal, state and local employment laws.

Amber conducts employment-related corporate investigations in a variety of settings and frequently conducts supervisory training on a number of employment topics including maintaining a discrimination and harassment-free workplace; effective documentation and discipline; and positive employee relations.

Amber also represents employers in labor law matters including labor arbitrations, collective bargaining, representation cases and other proceedings before the NLRB.

HONORS, MEMBERSHIPS AND PUBLICATIONS

- Notable Women in Law 2024, *Crain's Chicago Business*
- Member, American Bar Association

Practice Areas

Counseling and Transactional

- EEO and Other Corporate Investigations
- Employee Handbooks, Personnel Policies and Procedures
- Employment Counseling
- Labor Market/Site Surveys
- Plant Closings, Mass Layoffs, WARN Act

Labor Management Relations

- Collective Bargaining
- Grievance Administration
- Labor Arbitrations
- Preventing / Resolving Labor Disputes

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Experience

Below are representative samples of the types of matters Amber handles on behalf of Laner Muchin clients:

- ✓ Providing compliance-related and strategic advice to clients of all sizes in a variety of industries and jurisdictions.
- ✓ Defending employers in employment discrimination, harassment and retaliation cases before state and federal courts and administrative agencies.
- ✓ Conducting corporate investigations on behalf of employers on a broad range of topics, including investigations of alleged discrimination, harassment, retaliation and other matters.
- ✓ Training executives and managers on a range of employment-related topics including maintaining a discrimination and harassment-free workplace, social media, hiring, background checks, effective documentation/discipline practices, effective labor relations strategy and a variety of other employment-related topics.
- ✓ Obtaining workplace protection restraining orders on behalf of employers.

News, Events, and Publications

Amber Cox Named to Crain's Chicago Business 2024 Notable Women in Law

02.20.2024

Laner Muchin Partner Amber L. Cox Provides Insight on Current Illinois Cannabis Laws at ABA's Fall Business Law Meeting

09.08.2023

- Representation and Unfair Labor Practice Cases
- Union Avoidance

Private and Public Sector Employment Litigation

- Discrimination, Retaliation and Harassment

Education

Indiana University Maurer School of Law –
Bloomington, J.D., 2006

Indiana University –
Bloomington, B.A., Criminal Justice and Psychology, 2003

Admissions

Illinois/Indiana

Indiana Supreme Court

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Central District of Illinois

U.S. District Court for the Southern District of Illinois

U.S. District Court for the Northern District of Indiana

U.S. District Court for the Southern District of Indiana

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Amber Cox Discusses California's Reduced Work Week Law on WGN Radio

04.18.2022

Amber Cox Discusses Key Developments in Labor and Employment Laws and Strategies for Employers in 2021 and the Coming Year in a Recent *Crain's Chicago Business* Labor and Employment Law Roundtable Discussion

10.11.2021

Partners Amber Cox and Mark Bennett to Discuss Important Updates to Employment laws, Regulations and Requirements at Laner Muchin's Annual Employment Law Virtual Conference on June 24, 2021

06.24.2021

Amber Cox And Pete Gillespie To Present On Workplace Violence Prevention Issues

12.01.2017

Background Checks - What Consumers Should Ask And What Employers Should Know

03.17.2015

Fast Laner

Illinois Employers Need To Comply With A New Military Leave Posting Requirement For 2019

Amber Cox, 01.09.2019

Now More Than Ever, Employers Should Take Steps To Prevent Workplace Harassment

Amber Cox, 02.22.2018

The Seventh Circuit Holds That The ADA Is Not An Open-Ended Extension Of The FMLA

Amber Cox, 10.30.2017

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EEOC Issues New Enforcement Guidance On National Origin Discrimination

Amber Cox, 12.19.2016

NLRB General Counsel Requests To Expand Worker Protections Regarding Intermittent Or Partial Strikes

Amber Cox, 11.29.2016