



## **Danielle Kays**

***Partner***

Chicago

t: 312.260.4751

f: 312.346.3179

Email



### ***Service Focus***

- Litigation and Trials
- Privacy and Cyber
- Employment Discrimination and Harassment
- Alternative Dispute Resolution
- Class and Collective Actions

### ***Overview***

With two decades of experience as a successful litigator, Danielle Kays advises and represents businesses in a variety of matters involving biometric, privacy, and employment law matters. She also defends employers against all types of employment discrimination, wrongful discharge, and retaliation claims and regularly works with clients to ensure compliance with rapidly evolving privacy laws.

Her extensive trial experience includes obtaining more than thirty successful verdicts for clients. She has defended more than seventy biometric information privacy lawsuits and class actions in state and federal courts and arbitrations.

Danielle is a recognized thought leader on biometric privacy laws, including the Illinois Biometric Information Privacy Act (BIPA) and the Illinois Genetic Information Privacy Act (GIPA).

She was listed in the “Top 50 Women Leaders in Law” in 2023 and 2024 by Women We Admire for being “instrumental in leading organizations by offering unparalleled legal guidance, championing the rights of clients, and steadfastly upholding the tenets of justice.”

Before joining Fisher Phillips, Danielle was an attorney in the Privacy, Biometrics & Employment Practice Group of an international Am Law 100 law firm.

## ***Recent Experience***

### **Experience**

Danielle has achieved results including:

- Complete dismissal with prejudice in a Biometric Information Privacy Act (BIPA) class action on an issue of first impression against a government contractor.
- Complete defense verdict for one of the largest diversified financial services institutions in the United States in a FINRA arbitration seeking \$18 million in damages on a defamation and intentional interference with contractual relations claim, affirmed by the district court and by the Third Circuit Court of Appeal.
- Complete summary judgment for a Fortune 500 foodservice distributor in an age discrimination case in the Northern District Court of Illinois.
- Complete summary judgment for a Fortune 100 athletic apparel company in a reverse race and sex harassment, discrimination, and retaliation case in the Eastern District Court of Missouri.
- Complete summary judgment for a Fortune 100 health care company on a disability harassment, discrimination, and retaliation case in the District of Colorado, which was affirmed by the 10th Circuit Court of Appeals.
- Complete defense verdict in a FINRA arbitration on a defamation and expungement claim.

## ***Credentials***

### **Education**

- J.D., 2004, *cum laude*, University of Illinois College of Law
- B.A., 2001, Illinois Wesleyan University

### **Bar Admissions**

- Illinois

### **Court Admissions**

- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for the Eighth Circuit
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Colorado
- U.S. District Court for the Northern 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
- U.S. District Court for the Eastern District of Wisconsin
- U.S. District Court for the Western District of Wisconsin

### ***Recognitions***

- Women We Admire, "Top 50 Women Leaders in Law (2023-2024)"

### ***Affiliations***

#### **Professional Activities**

- Defense Research Institute, Women in the Law Committee (2022-present)
- American Bar Association, Forum on Franchising and Women's Advocate Committee

#### **Community Activities**

- Illinois Wesleyan University Alumni (Board of Trustees, 2019-present) (Executive Committee, 2021-present)
- Bloomington-Normal YMCA (Board of Directors, 2021-2023)

### ***Insights***

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NEWS

06/03/24

#### **Fisher Phillips Welcomes Partner Danielle Kays in Chicago**

Danielle M. Kays, Craig R. Annunziata

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