

Jathan Janove

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Bar Admission

Utah, 1982
Oregon, 2006
New York, 2005
Idaho, 2004
Wyoming, 2004
U.S. Court of Appeals, Ninth Circuit
U.S. Court of Appeals, Tenth Circuit

Education

J.D., University of Chicago, 1982
B.A., Indiana University, 1979

Professional Practice

Jathan defends discrimination, harassment and other workplace claims, and advises, counsels, trains and coaches employers to prevent claims while improving employee relations. He has given many highly acclaimed programs and presentations throughout the U.S., including at the SHRM Annual Conference. They include: “The 8 Deadly Sins of Mismanagement”; “Star Profile”; “Sexual Harassment & Speed Limit 55”; “Internal Investigations”; and “The 8 Deadly Legal Risks.”

Professional Activities/Recognition

Jathan was named “Utah Employment Lawyer of the Year” by the Utah State Bar for 2005 and, for 2006, selected to *WhosWho Legal USA - Management Labour & Employment* and *The Best Lawyers in America* in Labor & Employment Law and “Best of Class” by *The Best of the U.S. Chambers USA* lists Jathan in its “America’s Leading Business Lawyers,” (2004-2005), and has described him as “terrific” for his “experience and reputation in advising clients how to avoid litigation.” He is listed in *Utah Business Magazine’s* “Labor & Employment Legal Elite” and was named to its “Top 100 Legal Elite”. Jathan currently serves as an Employer Representative on the Anti-Discrimination Advisory Council of the Labor Commission of Utah and chairs the Model Utah Jury Instructions – Employment Law Committee of the Utah State Bar. He is a panel member of the National Arbitration Forum. The J. Reuben Clark Law Society, Salt Lake Chapter, named him its 2006 Citizen Lawyer of the Year.

Publications

Jathan’s book, [Managing to Stay Out of Court: How to Avoid the 8 Deadly Sins of Mismanagement](#), (SHRM & Berrett-Koehler 2005), has been described by Richard Drezen of *The Washington Post* as “an extraordinarily useful book that will benefit managers and workers. Strongly recommended ...”

Jathan’s magazine articles include: *HR Magazine*, May 2006: “In Defense of Litigation (Strategies for Claim Defense);” *HR Magazine*, March 2006: “A ‘Sorry’ Strategy (Apologies and Claim Prevention);” *HR Magazine*, Sept. 2005: “The Unkindest Cut (Pitfalls in Cutting Final Paychecks);” *Association Management Magazine*, June 2005: “Management By Leaning Forward;” *HR Magazine*, June 2005: “FOB: Friend of Boss (Managing Personal Friends);” *HR Magazine*, May 2005: “Keep ‘Em At-Will, Treat ‘Em for Cause;” *HR Magazine*, March 2005: “A 3,500-Year-Old Lesson In Delegating (Using the Pharaoh-Joseph Story to Teach Delegation Skills);” *HR Magazine*, Nov. 2004: “Settle for Less (Early Settlement Strategies);” *HR Magazine*, Aug. 2004: “Conclude and Communicate (Concluding an Internal Investigation);” *HR Magazine*, July 2004: “Private Eye 101 (Conducting Investigative Interviews);” *HR Magazine*, April 2004: “Management By Remote Control;” *HR Magazine*, Feb. 2004: “It’s Not Over – Even When It’s Over (The Employment Litigation Post-Mortem);” *HR Magazine*, Sept. 2003: “The Faragher/Eltherth Decision Tree (Sexual Harassment Update);” *HR Magazine*, March 2003: “Skating Through The Minefield (the ADA & Job Performance);” *HR Magazine*, Jan. 2003: “Speak Softly And Carry A Big Stick (Management Advice From Theodore Roosevelt);” *HR Magazine*, May 2002: “Don’t Add Insult To Injury (Avoiding Litigation Through Better Communication);” *HR Magazine*, April 2002: “Use It Or Lose It (Transfer of Training);” *HR Magazine*, Nov. 2001: “Sexual Harassment and The Three Big Surprises;” *HR Magazine*, May 2001: “Soothing the EEOC Dragon,” and “Great Expectations (Empathy With Accountability);” *HR News*, Nov. 2000: “Self-Help Techniques in Sexual Harassment Training.”