

Jourdan D. Day

partner

Jourdan practices in a wide variety of labor and employment law areas. She has experience defending discrimination and retaliation charges filed with the Equal Employment Opportunity Commission and the Ohio Civil Rights Commission. Jourdan also assists with Title IX matters, including investigations where she conducts interviews, analyzes evidence presented by all parties and documents her findings for the client. She represents clients in labor negotiations and counsels clients regarding collective bargaining agreements, unfair labor practices and union avoidance matters.

She helps clients with compliance matters and best practices in areas including discipline and terminations, Title VII, Title IX, the Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Fair Labor Standards Act (FLSA), Office of Federal Contract Compliance Programs (OFCCP), Family and Medical Leave Act (FMLA), Occupational Safety and Health Administration (OSHA), Uniformed Services Employment and Reemployment Rights Act (USERRA) and the Fair Credit Reporting Act (FCRA).

Prior to joining Porter Wright, Jourdan held a fellowship in the Office of Legal Affairs at The Ohio State University where she provided in-house counsel on policies and practices and other matters affecting public sector employers, including collective bargaining, civil service laws and first amendment issues. During law school, Jourdan served as a law clerk for the Civil Division of the Columbus City Attorney and held a Judicial Externship for the Honorable Judge Robert G. Montgomery for the Franklin County Probate Court.

BAR ADMISSIONS

- Ohio
- U.S. District Court for the Southern District of Ohio

PRESENTATIONS

- “Navigating Tricky Topics in Employment Law: A Choose-Your-Own-Adventure Guide,” Porter Wright Employment Relations Seminar, Oct. 29, 2026

CONTACT

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SOCIAL MEDIA

Blogs
employerlawreport.com

EDUCATION

The Ohio State University Michael E. Moritz College of Law, J.D., 2014

The Ohio State University John Glenn School of Public Affairs, M.A., 2014

The Ohio State University, B.A., *magna cum laude*, 2011

CERTIFICATIONS

- Level 2 Title IX, Certified Investigator

SERVICES

Labor & Employment

- State and federal workplace safety and health
- Employment law compliance counseling
- Reductions-in-force and restructuring

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- "If/Then Decisions: A Choose-Your-Own-Adventure Guide to Employment Law," Porter Wright Employment Relations Seminar, May 6, 2026
- "In the News: Discussing Hot Topics Impacting Labor and Employment Laws and the Practical Implications for Your Workplace," Porter Wright Employment Relations Seminar, June 3, 2025
- "NLRB Activism: What it Means for All Employers," Porter Wright Employment Relations Seminar, Oct. 31, 2023
- "The Social Network: How Employers Can Respond to Social Justice & Free Speech Issues on Social Media," Porter Wright Employment Relations Seminar, June 7, 2022
- "Litigation Trends & Updates," Porter Wright Employment Relations Webinar, Nov. 19, 2020
- "Agency Spotlight: New Policies & Procedures from the Current Administration," Porter Wright Employment Relations Seminar, Oct. 31, 2018
- "Have Your Light Sabers Ready! Calculated Risks: The Role of HR Professionals in Risk Management," Porter Wright Employment Relations Seminar, June 2, 2017

PUBLICATIONS

- "Court deems broken toe and voicemails were sufficient for FMLA claim," *HR Daily Advisor*, July 30, 2021
- "Employee may still be entitled to bonus after watching pornography at work," *HR Daily Advisor*, July 22, 2021

PROFESSIONAL ASSOCIATIONS

- Columbus Bar Association
- Ohio State Bar Association

HONORS | AWARDS

- *Best Lawyers: Ones to Watch in America*®
- Ohio Super Lawyers, Rising Stars Edition

COMMUNITY

- Leadership Columbus, 2023

SERVICES (CONTINUED)

Labor & Employment

- Recruiting, hiring and training
- NLRB and other unfair labor practices representation
- Employment litigation
- Leave, FMLA and ADA reasonable accommodation counseling
- Public sector collective bargaining
- Wage and hour compliance
- Workplace safety
- Workplace privacy and technology

Automotive & Mobility Emerging Technologies

- Workforce management

LGBTQ+ Business

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