



Darin M. Williams

Partner

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Darin joined Laner Muchin in 2016 and is a partner at the Firm. He represents public and private sector employers before state and federal courts and government agencies in areas including public labor relations, employment discrimination, civil rights, wage and hour, and employment-based contract and torts.

HONORS, MEMBERSHIPS AND PUBLICATIONS

- Vice Chair, Raising the Bar Subcommittee
- Member, Chicago Bar Association
- Member, Illinois State Bar Association
- Member, Chicago Chapter of the American Bar Association
- Author, Comment, *Tinker Operationalized: The Judiciary's Practical Answer to Student Cyberspeech*, 62 DePaul L. Rev. 125 (2012)
- Co-Author, "Carving at the Joint": The Precise Function of Rule 23(c)(4), 62 DePaul L. Rev. 745 (2013)

Practice Areas

Counseling and Transactional

- EEO and Other Corporate Investigations
- Employee Handbooks, Personnel Policies and Procedures
- Employment Counseling
- Wage and Hour Compliance and Audits

Employment Litigation

- Employment Contract Disputes

Public Sector

- Class Actions / EEOC Pattern and Practice
- Discrimination, Retaliation and Harassment



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Experience

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

- ✓ Defends employers in single-plaintiff, multi-plaintiff, and class action employment discrimination, harassment, retaliation, and whistleblower cases before state and federal courts and administrative agencies.
- ✓ Defends employers in cases brought under the Illinois Public Labor Relations Act.
- ✓ Defends employers in class action wage and hour matters.
- ✓ Defends and pursues federal and state appeals.
- ✓ Conducts corporate investigations on behalf of employers on a broad-range of topics, including investigations of alleged harassment, retaliation, discrimination and other matters.
- ✓ Provides ongoing employment counseling advice to a variety of clients, including, but not limited to, advising clients in best practices to manage employment-related risks and maintain workplaces free of discrimination and harassment.

- Individual, Class and Collective Wage and Hour Actions

Education

DePaul University College of Law, J.D., *cum laude*, 2013

Rice University, B.A., Philosophy & English, 2008

Admissions

Illinois

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

U.S. Court of Appeals, 7th Circuit

News, Events, and Publications

34 Laner Muchin Attorneys Honored in 2025 Leading Lawyers

Publication

02.27.2025

Laner Muchin Attorneys William Wake and Darin Williams Elected to Partnership

04.01.2021



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ADA claim allows chance to review federal evidentiary standards, use
Chicago Daily Law Bulletin, 02.20.2020

Court deletes lawsuit as sanction for deletions on company laptop
Chicago Daily Law Bulletin, 11.06.2019

Corporate changes justified end of ADA at-home accommodation
Chicago Daily Law Bulletin, 08.08.2019

The Impact of Emojis on Employment Litigation
Defense Research Institute in Raising the Bar, the newsletter of DRI's Young Lawyers Committee, 10.08.2018

Laner Muchin Attorney Darin Williams Authors Article on "The Impact of Emojis on Employment Litigation"
10.08.2018

Fast Laner

Breaking News: Federal Judge Strikes Down FTC Noncompete Rule
Darin Williams & Antonio Caldarone, 08.21.2024

Employers Need to Consider the Impact of the Pending Ban on Non-Compete Clauses
Darin Williams , 08.19.2024

Federal Court Vacates DOL's Joint Employer Rule Issued in 2023
Darin Williams, 04.09.2024

City of Chicago Significantly Expands Paid Leave Requirements Starting December 31, 2023
Wesley Covert, Amber Peters and Darin Williams, 11.17.2023



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UPDATE: When Does a Requested Religious Accommodation Pose an Undue Hardship?

Francesca Giderof and Darin Williams, Updated 05.22.2023