

Jillian Kornblatt

Partner

kornblatt.jillian@dorsey.com

Minneapolis – 612.492.6156



Jillian defends employers against workplace claims and conducts independent executive investigations by combining employment law with a background in HR and clinical social work — bringing a depth of behavioral insight that shapes strategy from the first complaint through trial.

Jillian brings something uncommon to employment law: more than two decades working inside organizations as an HR professional before becoming a litigator, plus clinical social work training that informs how she reads people, situations, and the dynamics underneath a dispute. That combination shapes everything she does for clients — from the advice she gives early, when a problem is still manageable, to how she tries a case when it isn't.

Jillian's practice centers on labor and employment advice, litigation, and workplace investigations. She litigates discrimination, retaliation, and whistleblower claims in arbitration and court, and she advises employers on the full range of difficult employee situations — misuse of company funds, workplace bullying, accommodation requests, and conduct that crosses legal or ethical lines. She also handles National Labor Relations Board (NLRB) charges, labor arbitration, and union negotiations.

A significant part of Jillian's practice is conducting independent investigations of allegations involving senior executives and C-suite leaders — general counsel, chief human resources officers, chief financial officers, and others whose positions make internal investigations impractical or legally fraught. Clients turn to her when the matter is sensitive, the stakes are high, and the outcome needs to hold up to scrutiny.

Jillian has tried cases to jury verdict, obtained summary judgment on discrimination and retaliation claims across multiple forums, and achieved successful outcomes before the NLRB. Her approach to each matter reflects the same core insight: understanding what is actually driving a workplace conflict — legally, psychologically, and organizationally —

Education

- University of Minnesota Law School (J.D.)
 - *magna cum laude*
 - Note & Article Editor, *ABA Journal of Labor & Employment Law*
 - Minnesota State Bar Association Student Award for Excellence in Employment Law
- Hunter College (Master of Social Work)
- Cornell University (B.A., Psychology)

Bar Admissions

- Minnesota

is the fastest path to resolving it well.

Jillian is also Co-Chair of Dorsey's Disability Resource Group.

Select Experience

- Successfully defended Mayo Clinic against retaliation claim in two-week jury trial.
- Conducted independent investigation of general counsel's whistleblower allegation against chief executive officer (CEO) of pharmaceutical industry company.
- Conducted independent investigation of workplace bullying allegations against a chief human resources officer (CHRO) of industrial manufacturing company.
- Conducted independent investigation of allegations that financial industry general counsel had inappropriate sexual relationship with a subordinate employee.

Professional Affiliations

- Society for Human Resource Management
- Minnesota State Bar Association

Accolades

- *Minnesota Monthly*, "Top Lawyers in Minnesota," 2024-2025
- MSBA, North Star Lawyer, 2012-2015, 2018-2020, 2024
- Contributed more than 50 Diversity hours, 2023
- *Minnesota Super Lawyers® Women's Edition*, 2020
- *Minnesota Super Lawyers®*, "Rising Star," 2020
- *Minnesota Lawyer*, Up & Coming Attorneys, 2020

Select Presentations

- *Mental Health, Neurodiversity, and Accommodation Challenges*, Minnesota CLE (October 8, 2026)
- *The Employment Litigator's Corner*, Hot Topics in Employment Law, Minnesota CLE (December 11, 2025)
- *Documenting and Reporting Investigations*, Upper Midwest Employment Law Institute (May 19, 2025)
- *Investigating Threats of Workplace Violence*, Dorsey L&E Briefing (July 15, 2024)
- *Vaccination Mandate Challenges*, Minnesota Business Partners (November 3, 2021)
- *Federal Vaccination Mandate*, Minnesota Business Partners (October 11, 2021)
- *Pandemic and Current Environment*, SCCE Virtual Regional Compliance & Ethics Conference (March 5, 2021)
- *Responding to Physician Sexual Misconduct*, Dorsey L&E Briefing (June 11, 2019)
- *#MeToo: Has a Powerful Social Movement Changed the Rules of Sexual Harassment Complaints and Claims?*, Hennepin County Bar Association (February 16, 2018)

Insights

September 1, 2022

Federal Contractor Vaccine Mandate: Federal Appeals Court Says It's Unlawful But You Might Have to Comply Anyway

December 20, 2021

Sixth Circuit Lifts Stay on OSHA's Vaccine-or-Test Rule, Putting ETS Requirements Back in Effect

November 18, 2021

What's Next for OSHA's COVID-19 Emergency Temporary Standard?

November 8, 2021

OSHA's COVID-19 Vaccination or Weekly Testing Mandate: Legal Status and Employer Next Steps

September 13, 2021

Biden Administration Announces Broad Employer-Based Vaccination Requirements

January 4, 2021

Congress Extends the FFCRA's Payroll-Tax Credit for Employers (but not the Paid-Leave Obligation!)

December 2, 2020

Latest Minnesota Emergency Executive Order Closes Some Businesses and Extends Work-From-Home Requirements

June 10, 2020

Dorsey Partner Jillian Kornblatt Comments on Sexual Harassment Judgement

June 3, 2020

Minnesota Supreme Court Retains Sexual Harassment "Severe-or-Pervasive" Standard, But Instructs Courts to Modernize Assessment of Acceptable Workplace Conduct

May 11, 2020

The Education Department Tests its Schools: New Title IX Rule May Force Schools to Revamp How They Investigate and Resolve Sexual-Harassment Complaints

March 30, 2020

Department of Labor Issues New Guidance on Families First Coronavirus Response Act Definitions of "Health Care Provider" and "Emergency Responder"

March 27, 2020

The Families First Coronavirus Response Act: Twenty (Or So) Questions With Dorsey's Labor and Employment Team

March 25, 2020

FFCRA Employment Benefit Exclusions for Health Care Providers and Emergency Responders

September 12, 2019

NLRB Adopts “Contract Coverage” Standard to Apply to an Employer’s Unilateral Changes to Terms and Conditions of Employment

May 21, 2018

U.S. Supreme Court Affirms (Again) the Validity of Class Action Waivers In Employment Arbitration Agreements