

Susan Lorenc

Partner

lorenc.susan@dorsey.com

Chicago – 312.999.7053



Susan Lorenc defends employers against discrimination, harassment, and wage-and-hour claims — and keeps those disputes from arising in the first place.

Susan brings a direct, business-minded approach to labor and employment law, working alongside leadership and HR teams to resolve workforce challenges before they escalate and to win when they do. Technology companies, particularly those in the Chicago area, frequently rely on her as an extension of their in-house legal team, turning to her for day-to-day counsel as readily as for high-stakes litigation.

On the advisory side, Susan counsels employers on hiring practices, terminations, workplace policies, wage and hour compliance, and family and medical leave. She has extensive experience advising on executive separations and negotiates employment and severance agreements. She also guides companies through workforce considerations that arise in mergers and acquisitions, helping identify and manage employment-related risk before deals close.

Susan represents companies in mediations, arbitrations, and state and federal trials, including appeals before the U.S. Court of Appeals for the Seventh Circuit. Her litigation practice covers claims involving harassment, discrimination, and retaliation, and she has a strong record at both the trial court and appellate levels.

On the regulatory front, Susan helps employers navigate Equal Employment Opportunity Commission (EEOC) matters, remote-work Americans with Disabilities Act (ADA) compliance, background-check obligations under the Fair Credit Reporting Act (FCRA), and Worker Adjustment and Retraining Notification (WARN) Act analysis. She also helps companies get ahead of fast-moving developments — including evolving non-compete restrictions and state marijuana laws — so that policy changes do not catch them off guard.

Clients describe Susan's value in straightforward terms: she listens closely, responds

Education

- University of Wisconsin Law School (J.D., 2002)
- University of Michigan (B.A., 1998)

Bar Admissions

- Illinois
- Wisconsin

quickly, breaks down options and risks in plain language, and gives advice that leaders can act on.

Select Experience

- Obtained affirmance by the U.S. Court of Appeals for the Seventh Circuit of dismissal of a failure-to-hire discrimination case.
- Obtained affirmance by the U.S. Court of Appeals for the Seventh Circuit of summary judgment in a wrongful demotion suit.
- Obtained a favorable jury verdict for the employer in a sexual harassment suit tried in Cook County.
- Obtained a partial verdict for the employer in a federal court jury trial involving Family and Medical Leave Act (FMLA) interference claims.

Court Admissions

- 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 Western District of Wisconsin
- U.S. Court of Appeals for the Seventh Circuit

Charitable & Civic Involvement

- Chicago Innovation
 - Board of Advisors, 2023-2026
 - Foundation Un-Gala Co-Chair, 2020-2022
- Board of Directors, TechForward, 2017-2020
- Co-Founder, Mothers Against Violence in Schools (MAVinS)

Accolades

- Best Lawyers in America, 2027
- *Crain's Chicago*, "Notable Women in Law," 2026
- *Illinois Super Lawyers*®, 2019-2026
- *Illinois Super Lawyers*®, "Rising Stars," 2010-2016
- *Leading Lawyers*, "Emerging Lawyer," 2015

Dorsey Work Watch

September 21, 2026

Managing Multistate Employment Compliance

September 16, 2026

An Employment Lawyer's Guide to Surviving the AI Workplace

April 6, 2026

Illinois Employment Law Updates for 2026: What Employers Need to Know

March 2, 2026

Susan Lorenc Joined Dorsey & Whitney in Chicago as Partner in Labor & Employment Group