

Zoe Spector

Associate

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Chicago – 312.999.7055



Zoe Spector combines practical, risk-mitigating counseling and contract drafting with strong litigation skills to help clients proactively navigate complex employment laws and resolve disputes when they arise.

That dual capability—litigation readiness paired with preventive counsel—is what sets Zoe apart as a Labor & Employment attorney in Dorsey & Whitney's Chicago office. Drawing on her background as former in-house counsel, Zoe understands how employment decisions actually get made inside organizations, which makes her advice land differently with General Counsel, HR leadership, and front-line business units alike.

On the litigation side, Zoe defends clients against employment claims in state and federal courts, arbitral forums, and before administrative agencies. Her work spans Title VII, the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), and the Fair Labor Standards Act (FLSA), as well as parallel state law claims. She has secured summary judgment dismissals in discrimination and retaliation matters, moved successfully to compel claims to arbitration in federal court, and obtained favorable arbitration awards in multi-count proceedings. Zoe also represents clients in both prosecuting and defending corporate executives' breaches of fiduciary duties, restrictive covenants, and confidentiality agreements.

Zoe's counseling practice runs alongside her litigation work. She drafts and negotiates the full spectrum of employment contracts, advises on the employment dimensions of transactions, and conducts proactive audits of HR policies and handbooks to address multi-state compliance challenges. Zoe also conducts workplace investigations in sensitive matters, bringing both analytical rigor and the discretion those situations demand.

Select Experience

Education

- University of Illinois College of Law (J.D., 2019)
 - *cum laude*
- University of Illinois at Urbana-Champaign (B.A., 2016)
 - *with distinction*

Bar Admissions

- Illinois

Employment Litigation & Arbitration

- Secured multiple summary judgment dismissals defending employers against discrimination and retaliation claims in state and federal courts and arbitration proceedings.*
- Obtained a favorable award in a multi-count discrimination and retaliation arbitration proceeding on behalf of an employer client.*
- Successfully moved to compel claims to arbitration in multiple federal court actions, enforcing employer arbitration agreements.*
- Achieved favorable outcomes through mediation of discrimination, harassment, and wage and hour claims on behalf of employer clients.*

* Experience occurred prior to joining Dorsey.

Accolades

- *Best Lawyers® Ones to Watch in America*, Labor and Employment Law - Management, 2027
- *Illinois Super Lawyers®*, "Rising Stars," 2024-2026

Court Admissions

- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the Southern District of Illinois
- U.S. District Court for the District of Colorado

Professional Affiliations

- Participant, Chicago Bar Association Leadership Institute, 2024

Select Presentations

- Panelist, *Non-Competes Across Antitrust, Labor, and Trade Secret Law: Where Do We Stand?*, American Bar Association Antitrust Law Section (January 2026)