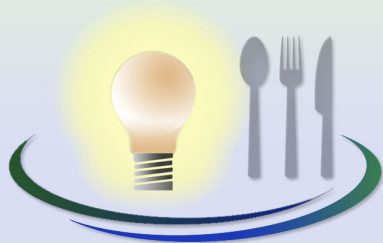


# Please Join the Illinois Human Rights Commission



**LUNCH**  
—AND—  
**LEARN**  
**CLE**

**November 25, 2025**

**Duration:**

12:00 pm—1:00 pm

## **Lunch and Learn via Webex**

Please visit <https://hrc.illinois.gov/about/events.html> for Webex information

**CLE Credit:** One hour of CLE credit for Illinois attorneys (pending)

**Presenter—** Max P. Barack, Head of Litigation and Chief Client Officer, Garfinkel Group, LLC

**Topic—** *Creative Employment Lawyering: Using the IHRA and Other Civil Rights Tools as a Swiss Army Knife for Complex Cases*

### **Biography**

Max P. Barack is a partner and head of intent litigation at the Garfinkel Group, LLC. He represents employees in high-stakes cases involving sexual harassment, discrimination, retaliation, wage theft, and privacy violations. A co-founder of the firm's employment practice, Max is nationally recognized for his mastery of electronic discovery and his ability to transform complex records into compelling damages narratives that resonate with mediators, judges, and juries alike. Max's litigation philosophy mirrors the Garfinkel Group's broader mission: disputes are not just legal battles, but business events that affect earnings, disclosures, compliance, governance, and reputation. By approaching every matter through this lens, Max develops strategies that resonate with boards, insurers, and mediators as much as with juries.

Max has particular expertise in sexual harassment and retaliation cases involving power imbalances, such as CEOs, C-suite executives, law firm partners, and other senior leaders. He is adept at documenting retaliation and relationship dynamics that often drive case value, and at leveraging early expert integration, private investigations, and corporate vulnerability profiling to maximize pre-suit settlement opportunities. Known for his exceptional recall and ability to identify overlooked claims, Max frequently uncovers multiple avenues of recovery that significantly increase case exposure.

When the law does not align with justice, Max works to change it. He has testified before the Illinois legislature and played a direct role in securing amendments to the Illinois Wage Payment and Collection Act and the Illinois Gender Violence Act, expanding tools available to workers and their advocates.

He has delivered nearly one hundred CLEs nationwide on harassment litigation, damages strategy, and discovery; obtained multiple seven-figure resolutions; and helped remove CEOs from family-run companies for misconduct. A two-time federal judicial clerk, frequent author, and co-host of the Employee to Lawyer podcast, Max is consistently recognized by Super Lawyers and Best Lawyers: Ones to Watch as one of the leading employment litigators in Illinois.