Please Join the Illinois Human Rights Commission



October 6, 2026

Duration:

12:00 pm—1:00 pm

Lunch and Learn via Webex

Please visit hrc.illinois.gov/events.html for Webex information

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

Presenter— Douglas Oldham, Partner
Barnes & Thornburg

Topic— *Criminal Records: How to Address Arrest and Conviction Records in Compliance with the Illinois Human Rights Act*

Biography

Doug Oldham advises employers of all sizes on a broad range of fair employment and wage and hour policies and practices to avoid disputes with employees. When those disputes are inevitable, Doug represents employers in employment discrimination and wage and hour litigation in courts across the country.

Since joining the firm more than a decade ago, Doug has accumulated significant labor and employment litigation experience.

Doug is actively involved in briefing motions for summary judgment, motions to dismiss, and copious nondispositive motions in federal and state court employment lawsuits and appeals. He deposes plaintiffs and other fact witnesses in federal and state court employment litigation, examines and cross-examines fact witnesses, and prepares witnesses for testimony at trial.

Doug drafts and responds to written discovery in federal and state court employment litigation. He is skilled in negotiating with plaintiffs and charging parties alike to settle lawsuits and administrative charges of discrimination in mediation and court-mandated settlement conferences.

Notably, Doug drafts numerous position statements to defend clients against EEOC and equal employment opportunity agency investigations in order to obtain dismissal. He has interviewed hundreds of witnesses to investigate allegations contained in federal and state court employment lawsuits and equal employment opportunity agency investigations.

Moreover, Doug also advises clients regarding employment discrimination allegations, wage and hour disputes, and compliance with state and federal employment laws. Doug drafts and revises employment contracts, employee handbooks and policies, separation agreements and noncompetition agreements for compliance with applicable federal, state and local laws. He also designs and presents training sessions regarding harassment and discrimination prevention.

Doug is particularly valued for mentoring associates regarding employment law best practices and client relations.