



## Janay M. Stevens

PARTNER

Janay is a partner in the Vorys Columbus office and a member of the labor and employment group. She routinely defends employers in state and federal court and administrative agencies across the country against allegations of discrimination, harassment, failure to accommodate, breach of or enforcement of restrictive covenants, wrongful termination, among other matters.

Janay frequently provides counsel to employers on a wide range of employment issues and leads internal workplace investigations for clients ranging from publicly traded companies to small family-owned businesses. She has significant experience leading investigations tied to complaints of unlawful harassment, discrimination, inappropriate behavior, retaliation, financial impropriety, corporate misconduct, whistleblower claims and other misconduct allegations. Janay regularly handles complex investigations across the country, sometimes spanning across numerous jurisdictions. Her innovative approach to workplace investigations, experience defending employers during litigation and public relations management have made her a trusted counsel to clients in manufacturing, health care, applied sciences, retail and other industries.

Janay has significant experience counseling corporate clients through all phases in the development of diversity, equity and inclusion programs. She works with clients to develop strategies that foster growth and innovation, including contingency strategies to ensure compliance in this sometimes-turbulent field. Janay actively follows this rapidly changing area of law, keeping her clients up to date with evolving government directives, both at the national level and on a state-by-state basis. She helps to lead DEI-compliance audits and, when necessary, provide counsel during government investigations as well as represent clients during litigation, including on topics related to the intersection of religious discrimination claims and LGBTQ+ rights, hostile work environment and what were previously referred to as “reverse” discrimination claims.

### Columbus

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Columbus, Ohio 43215

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### Practice Areas

Corporate Diversity, Equity and  
Inclusion Programs

Employer Internal Investigations

Employment Counseling

Employment Litigation

Labor and Employment

### Education

The Ohio State University Moritz  
College of Law, J.D., 2013

*Ohio State Law Journal*, Business  
Editor, 2012-2013

University of Nevada, B.A., 2010

### Bar & Court Admissions

Ohio

U.S. Court of Appeals for the Sixth  
Circuit

U.S. District Court for the  
Northern District of Ohio

U.S. District Court for the  
Southern District of Ohio

U.S. District Court for the Eastern District of Michigan

*Admitted to practice law only in the states listed above.*

**Industries**

Health Care

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Transportation and Logistics

Janay founded and leads the Vorys Initiative for Business Empowerment, an innovative program aimed at making legal services more accessible to local business owners, including those in under-resourced communities. She also serves on the Vorys Hiring Committee and Vorys' associate evaluation committee. She is a member of the Columbus Bar Association, the John Mercer Langston Bar Association, and currently serves on the board for Legal Aid of Southeast and Central Ohio.

Janay received her J.D. from The Ohio State University Moritz College of Law, where she was the business editor of the *Ohio State Law Journal*. She received her B.A. from the University of Nevada. While in law school, Janay served as a judicial extern for the Honorable Algenon L. Marbley in the U.S. District Court for the Southern District of Ohio. Janay served as adjunct faculty at The Moritz College of Law teaching employment discrimination.

**Career highlights include:**

- Leading internal workplace investigations involving multi-phase processes of interviewing complainants and witnesses, fact-finding, and reporting.
- Obtaining summary judgment in favor of a national employer in age discrimination and retaliation lawsuit.
- Obtaining summary judgment in favor of a national employer in sex discrimination, hostile work environment and promissory estoppel lawsuit.
- Obtaining summary judgment in favor of a regional employer in race discrimination and hostile work environment lawsuit.
- Obtaining preliminary injunctions and securing the denial of preliminary injunctions for non-compete agreements in state and federal courts.
- Successful defense of clients in nationwide Fair Labor Standards Act collective actions.

**Honors & Recognitions**

Outstanding Recent Alumni Award, The Ohio State University Moritz College of Law, 2023

*Chambers and Partners*, Leading Lawyer in Labor and Employment, 2022–2025

*Columbus CEO*, Best Lawyers, Labor and Employment Law, 2023

*Columbus Business First*, 40 Under 40, 2022

*The Best Lawyers in America: Ones to Watch*, Business Organizations (including LLCs and Partnerships), 2022–2025; Labor and Employment Law – Management, 2021–2025

*Ohio Super Lawyers*, Employment Litigation: Defense, 2026

*Ohio Super Lawyers Rising Stars*, Employment Litigation, 2019–2023

*The National Black Lawyers*, Top 40 Under 40 in Ohio, 2020

*Hot List*, Lawyers of Color, 2020

## Professional and Community Activities

Legal Aid of Southeast and Central Ohio, Board Member, January 2024 to present

The Ohio State University Moritz College of Law, Adjunct Faculty, Employment Discrimination, Fall 2024

Columbus Bar Association, Board of Governors, June 2020 to June 2024

John Mercer Langston Bar Association, President, July 2020-June 2021; Member, September 2013 to present

Leadership Columbus, Signature Program, Class of 2023

City of Columbus, Civilian Review Board Working Group, August 2020-December 2020

Leadership Council on Legal Diversity, Fellow, 2017; City Lead, 2018-2020

American Academy of Pediatrics | Ohio Chapter, Foundation Advisory Board Member, May 2019-May 2021

Women Lawyers of Franklin County, Board Member, June 2019-June 2021

YWCA Columbus, Chase Gen Y Leadership Project, Class VI Participant, 2014-2015

Columbus Bar Association, Managing Partners Diversity Initiative, Advisory Committee, 2018-2021

Columbus Bar Association, Minorities in the Law Committee, Member, 2019-2021

Equitas Health, Pro Bono Legal Services Volunteer, 2016-2019