Michelle Duncan is a Principal in the Affirmative Action Compliance & OFCCP Audit Defense practice group. Michelle focuses her practice on representing employers in affirmative action and employment discrimination matters before OFCCP. Since joining Jackson Lewis, Michelle has assisted employers in numerous OFCCP audits and compliant investigations throughout the country. In addition, Michelle counsels employers on issues related to pre-employment testing, pay equity, applicant tracking and diversity and inclusion.

Michelle joined the firm after working nearly 14 years as a trial attorney with the U.S. Department of Labor, Office of the Solicitor. During her tenure with DOL, Michelle was a senior trial attorney, litigating some of the Labor Department's most complex cases including OFCCP's most significant pre-employment testing case.

Michelle is the Co-Chair of the Colorado ILG and on the faculty of the Institute for Workplace Equality and the American Association for Access, Equity and Diversity (AAAED). She is currently serving on the Artificial Intelligence - Technical Advisory Committee led by former EEOC Commissioner Victoria Lipnic.