



### **Mary Jo O'Neill - Equal Employment Opportunity Commission**

Mary Jo is the Regional Attorney of the Phoenix District Office of the Equal Employment Opportunity Commission (EEOC), which includes Arizona, Utah, New Mexico, Colorado, and Wyoming. She currently manages a legal staff of approximately 20 employees, litigates employment discrimination cases in federal court in the five states Mary Jo has responsibility for and advises her enforcement colleagues on EEOC investigations. She and her staff enforce the federal anti-discrimination statutes in federal courts, which include Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Genetic Information Nondiscrimination Act. She graduated Phi Beta Kappa and summa cum laude from the University of Arizona with a Bachelor of Arts degree in Political Science and Women's Studies in 1976. Following graduating cum laude from the University of Arizona Law School in 1979, Mary Jo clerked for an appellate judge for a year and then represented indigent Native Americans individually and in groups at the Urban Indian Law Project, first as a Reginald Heber Fellow. Mary Jo is the past Chair of the Labor Section of the Arizona State Bar Association and is very active in the Arizona National Employment Lawyers Association (NELA) chapter. She is also the current past President of the Morris Institute for Justice, a non-profit legal organization that advocates for poor Arizonans in the legislature, within governmental organizations, and in court. Ms. O'Neill was honored by the Arizona State Bar Association as Employment and Labor Lawyer of the Year in 2018. In 1986, Mary Jo began working at the EEOC as a Trial Attorney, then as a Supervisory Trial Attorney, until she was selected as the Phoenix District Regional Attorney in 2002. While at the EEOC, Mary Jo has litigated over countless cases, conducted jury trials, and has negotiated many complex and difficult nationwide settlements, including the global settlement of the EEOC's cases filed against Wal-Mart Inc. under the Americans with Disabilities Act, the nationwide gender promotion case against Outback Steakhouse, Inc., the nationwide race and national origin harassment case against Patterson Drilling-UTI Energy, the nationwide race discrimination case against Jackson National Life Insurance Company, the equal pay case against the University of Denver Law School, and the nationwide disability case against American Airlines, Inc. Mary Jo has also been selected to be a frequent trainer for EEOC lawyers and investigative staff on skills and substantive subjects, including the Americans with Disabilities Act, sexual harassment, discovery training, trial skills, deposition skills, new lawyer training, and negotiation training. She is also a frequent speaker for the state, local, and national bar associations, employer groups, human resources' associations, and community-based organizations on federal anti-discrimination laws and the EEOC.