



## Amanda Tzivas

### Associate

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Amanda Tzivas assists employers throughout every stage of the litigation process in labor and employment matters. She represents them in both state and federal courts, as well as before state and federal agencies such as the Equal Employment Opportunity Commission, Illinois Department of Human Rights, Illinois Human Rights Commission, and the Department of Labor in claims related to unlawful discrimination, harassment, retaliation, failure to accommodate, minimum wage or overtime pay violations, unequal pay, and more. She also represents employers before the Immigration and Customs Enforcement (ICE) in connection with I-9 enforcement activities and counsels them in obtaining permanent residence for their employees through the permanent labor certification requirements (PERM) process. In addition to handling traditional labor and employment law litigation, she provides counseling on workplace benefits, safety, restrictive covenants, internal investigations, contracts, executive compensation, training, and employee handbooks. Amanda also advises clients on regulatory updates from the Occupational Safety and Health Administration (OSHA).

Amanda represents schools and school districts in investigations conducted by the U.S. Department of Education's Office for Civil Rights regarding claims of disability discrimination or retaliation against students and parents.

Prior to joining Hinshaw, Amanda was a judicial law clerk to the Honorable Jerry A. Esrig in the Commercial Law Division of the Circuit Court of Cook County as well as to the Honorable Daniel A. Trevino in the Motions Section. She also served as a judicial pool law clerk to the Motions Section of the Circuit Court of Cook County.

During law school, Amanda was a member of the Bartlit Center Trial Team and participated in the Midwest and National Labor Law competitions. She earned first place in the American Bar Association's 2017 Midwest Regional Labor Law competition and went on to compete in the national championship.

## Professional Affiliations

- Hellenic Bar Association of Illinois
- Women's Bar Association of Illinois

## Practices

Labor & Employment  
Immigration

## Industries

Education

## Education

J.D., Northwestern University  
School of Law, 2019

B.S., Political Science and  
Government, Saint Xavier  
University, 2015

## Admissions

Illinois

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

## Languages

Greek



## Honors & Awards

- Northwestern University Pritzker School of Law
  - John C. Kulis Charitable Foundation Scholarship, 2018
  - Dean's List

## Presentations

- Co-Presenter, "Equal Pay Act and Protecting the Workplace from Claims," Hinshaw's 27th Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 19, 2023
- Co-Presenter, "Employee Mental Health Issues and the Duty to Accommodate," Hinshaw's 26th Annual Labor & Employment Seminar, Hoffman Estates, Illinois, October 27, 2022

## Community/Civic Activities

- Northwestern University Pritzker School of Law
  - Bartlit Center for Trial Advocacy, Mentor, 2021 – 2022