

Employment Litigation and Dispute Resolution

Counsel that protects your best interests in employment litigation and disputes

Capabilities at a glance

- **Advice on avoidance and defense of all kinds of employment discrimination litigation and investigations**—and robust representation when it counts.
- **A focus on dispute resolution and risk analysis** so your organization can avoid incurring unnecessary costs from litigation.
- **Nationwide legal coverage.** Many of our clients engage us to represent them across the country, and we have experience in federal, state and municipal courts.
- **Minimizing your exposure and maximizing your accessibility** under the Americans with Disabilities Act (ADA) and all other evolving standards and legislation.

Strategic legal advice to minimize risk in employment litigation

At Quarles, we focus on delivering effective and assertive employment litigation counsel for our clients, but also on minimizing disputes and claims through intelligent planning and strategic legal support. We always seek to bring each potential issue to a favorable close as quickly and as cost effectively as possible. Although we maintain the resources necessary to staff the largest matters, we take pride in efficiently staffing the normal employment litigation case (typically only one or two attorneys and a paralegal) in order to maximize cost control for our clients. We also conduct early case assessment and risk analysis, which gives our clients the ability to determine from the outset the value of the case and what litigation or settlement strategies best suit their business goals.

Skilled attorneys working across all types of employment dispute

Our experienced employment litigation attorneys have defended virtually every type of claim, including all forms of discrimination, harassment and retaliation cases, as well as wrongful discharge, defamation and similar workplace tort claims. We have done so before all relevant federal and state administrative agencies and courts, enjoying significant success in obtaining verdicts, judgments and decisions on behalf of our clients. Our experience includes:

- Employment discrimination litigation and investigations into allegations of discrimination, harassment and retaliation based on age, disability, sex, race, religion and other protected characteristics, including ADA, Title VII and similar anti-

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discrimination laws

- ERISA, retirement and employee benefits litigation
- Wrongful discharge, breach of employment contract and other employee termination-related litigation
- Non-compete violation and misappropriation of trade secrets claims
- Sarbanes-Oxley and other whistleblower statutes
- FLSA and state wage and hour laws
- Worker's compensation
- FMLA and state and local leave laws
- USERRA, OSHA, NLRA and WARN

Successes

- We recently obtained summary judgment in favor of a university on a multi-count complaint by a former university administrator alleging race, sex and age discrimination claims, as well as multiple claims of retaliation, under Title VII, Section 1981 and the Age Discrimination in Employment Act.
- We successfully obtained injunctive relief for a trucking brokerage business, preventing a former c-suite executive from beginning work as CEO for a private equity-backed competitor, in violation of a non-compete.

Service Areas

Labor & Employment

In today's fast-paced, competitive business environment, human resources serves a crucial role in balancing business and employee needs, while staying compliant with a changing landscape of federal and state laws. The Labor, Employment & Benefits Practice Group at Quarles has been helping companies navigate these laws for over 100 years by addressing human resource issues efficiently and consistently based on each unique workplace culture.

Litigation & Dispute Resolution

While we always seek to help you understand the benefits and costs of litigation, we also have tremendous depth of experience in representing clients in court, both at trial and on appeal. We have handled litigation in every state, understand the local demands and have a national reputation for proactive, aggressive pursuit of our clients' cases in the courtroom.

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Sandy McDonough

Jeffrey Michalowski

Matthew Mushamel

Christopher Nickels

Douglas Ottenwess

Richard Paul

Evan Peña

Kaitlin Phillips

Fred Plevin

Tory Polin

Hans Riede

Camille Roe

Tyler Roth

Aaron Schu

Sean Scullen

Elizabeth Silker

Leeann Simpkins

Christina Snider

Jason Stavely

Michael Sullivan

William Walden

Brenna Wildt

Judith Williams-Killackey

Christian Yingling

Related Capabilities

ADA Title III and Public Access

Arbitration and Alternative Dispute Resolution

Class and Collective Action

Discrimination, Harassment, Retaliation and Wrongful Termination Litigation

Unfair Competition and Trade Secrets

