



# Alexander D. del Russo

SHAREHOLDER

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## Overview

Alexander del Russo practices in all areas of employment litigation. The exclusive focus of his practice is on the management side, representing employers in all aspects of labor and employment litigation. He has tried over a dozen federal and state jury trials in the past 10 years involving claims of discrimination, harassment, or retaliation.

In federal courts, Alexander has actively defended clients from claims brought under Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, Section 1981, and the Fair Labor Standards Act. Additionally, he has experience defending Section 1983 civil rights litigation as well as defending colleges, universities, and private secondary schools in Title IX litigation and related claims. He has defended, and tried to verdict, several high-profile sexual harassment and discrimination cases in both state and federal court.

Similarly, in state court, Alexander has defended clients against claims brought under the Florida Civil Rights Act, the Florida Whistleblower Act, the workers' compensation retaliation statute, and related retaliation and tort law claims. In the area of business litigation, Alexander has represented clients in a wide range of business disputes in bench trials, jury trials, and arbitrations proceedings.

Alexander is board certified by the Florida Bar in both civil trial law and in business litigation.

## Experience

- *Hodgin v. Intensive Care Consortium Inc.*, No. 9:22-cv-81733, 2023 WL 2751443 (S.D. Fla. Mar. 31, 2023).
- *Francois v. JFK Med. Ctr. L.P.*, No. 2021CA002682 AB, 2022 WL 1576589 (Fla. Cir. Ct. May 16, 2022).
- *Milestone v. Citrus Specialty Group, LLC*, 2019 WL 5887179 (M.D. Fla., Nov. 12, 2019).
- *Larmond v. Osceola Reg'l Hosp. Inc.*, No. 6:18-cv-01003, 2019 WL 3717939 (M.D. Fla. Aug. 7, 2019).
- *Proe v. Facts Servs., Inc.*, 491 F. App'x 135 (11th Cir. 2012).
- *Rodriguez v. Alpha Inst. of S. Fla., Inc.*, No. 9:10-cv-80714, 2011 WL 5103950 (S.D. Fla. Oct. 27, 2011).
- *Lawson v. Plantation Gen. Hosp.*, 704 F. Supp. 2d 1254 (S.D. Fla. 2010).
- *Mann v. Barnard Constr. Co.*, No. 9:08-cv-81108, 2009 WL 3667078 (S.D. Fla. Oct. 26, 2009).
- *Tafalla v. All Fla. Dialysis Servs., Inc.*, No. 9:07-cv-80396, 2009 WL 151159 (S.D. Fla. Jan. 21, 2009).
- *Nurse "BE" v. Columbia Palms W. Hosp. Ltd. P'Ship*, 490 F.3d 1302 (11th Cir. 2007).
- *Saltzman v. Bd. of Comm'rs of N. Broward Hosp. Dist.*, 239 F. App'x 484 (11th Cir. 2007).
- *Powell v. Carey Int'l, Inc.*, 490 F. Supp 2d 1202 (S.D. Fla. 2006).
- *Camara v. Brinker Int'l*, No. 9:03-cv-80752, 2004 WL 5561676 (S.D. Fla. Dec. 13, 2004).
- *Rocky v. Lawnwood Reg'l Med. Ctr.*, 54 F. Supp 2d 1159 (S.D. Fla. 1999).
- *Hosp. Corp. of Am. v. Fla. Med. Ctr., Inc.*, 710 So. 2d 573 (Fla. 4th DCA 1998).
- *Fromm-Vane v. Lawnwood Med. Ctr., Inc.*, 995 F. Supp. 1471 (S.D. Fla. 1997).
- *Hosp. Corp. of Am. v. Jarvinen*, 624 So. 2d 303 (Fla. 4th DCA 1993).
- *In re FSLIC*, 837 F.2d 932 (11th Cir. 1988).

## Areas of Focus

### Practices

- Labor & Employment
- Litigation and Trials
- Education
- Wage and Hour
- Discrimination

## Insights

08.31.2023

Florida's Fourth District Issues First Appellate Decision Expressly Adopting Business Judgment Rule in Employment Discrimination Cases

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04.11.2006

Is Hospital Liable When the Doctor 'Misbehaves'?

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05.14.2004

Mental Examinations in Federal Employment Litigation, The Florida Bar Journal, May 2004

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## News

07.09.2018

Super Lawyers Honors 81 Carlton Fields Attorneys on 2018 Florida "Super Lawyers" and "Rising Stars"

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06.23.2017

Florida Super Lawyers Ranks 92 Carlton Fields Attorneys as 2017 "Super Lawyers" and "Rising Stars"

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02.21.2017

Carlton Fields Wins Jury Verdict For Mercy Hospital In Nurse's \$2M Whistleblower Suit

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## Recognition

- Board Certified in Civil Trial Law by The Florida Bar
- Board Certified in Business Litigation by The Florida Bar
- AV Rated by Martindale-Hubbell
- Top 100 in South Florida, *South Florida Legal Guide*
- *The Best Lawyers in America*, Labor and Employment Litigation (2022–2024)
- Florida Super Lawyers, *Super Lawyers Magazine* (2006–2020)

- Florida Legal Elite, Labor and Employment, *Florida Trend Magazine* (2005–2016)
- Top Rated Lawyers Guide to Labor and Employment Law, *The American Lawyer* (2012)
- Appointed by the chief judge of the Southern District of Florida to serve on the Federal Magistrate Retention Panel (2011)

## Professional & Community Involvement

- American Bar Association
- The Florida Bar
  - Federal Court Practice Committee (2001–2006, 2012–present)
  - Labor and Employment Law Section
- Federal Bar Association
- Palm Beach County Bar Association

## Speaking Engagements

- “Challenges in Dealing With the 'Difficult' Lawyer,” Association of Legal Administrators Conference (February 14, 2012)
- “Sexual, Racial, and Other Harassment in the Workplace,” Sterling Education Services (September 27, 2011)
- “Social Media and E-Discovery,” Palm Beach County Bar Association (May 2011)
- “Employee Retaliation Claims,” Employment Law for Accountants Seminar, West Palm Beach, FL (November 12, 2009).
- “Employee Retaliation Claims,” Daily Business Review Labor and Employment Roundtable (February 2007)

## Credentials

### Education

- University of Miami School of Law (J.D., cum laude, 1980)
- Duke University (B.A., cum laude, 1977)

### Court Admissions

- U.S. Court of Appeals, Eleventh Circuit
- U.S. District Court, Middle District of Florida
- U.S. District Court, Southern District of Florida

### Bar Admissions

- District of Columbia

- Florida

## Industry Specialization Certifications

- Business Litigation
- Civil Trial Law