



## James M. Sconzo

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## Overview

James Sconzo is a “go-to” attorney for many of the most recognized education institutions and corporations. He is a skilled trial lawyer, negotiator, investigator, and proven leader. Highly regarded by boards, in-house legal teams, and leadership of institutions, Jim has provided steady guidance to clients through crisis, change, litigation, and all manner of adversity and challenges. Jim has represented some of the nation’s most esteemed colleges, universities, independent schools, and corporations.

For higher education, Jim has been at the forefront of the turbulence surrounding Title IX, gender equity in athletics, and the regulatory challenges facing colleges and universities. Jim has handled lawsuits under Title IX regarding athletics, student conduct, and employment. He has tried to verdict cases alleging unfairness in athletic scholarships, hazing at a Greek organization, and breach of contract. Jim also has led investigations of sexual misconduct, breach of fiduciary duty, and whistleblower claims.

Jim regularly represents companies in labor and employment issues and matters pertaining to directors and officers. Last year, Jim led a team that defeated a class action in the Southern District of Florida against a *Fortune* 50 company. He also obtained an award in arbitration for another *Fortune* 50 company.

Jim chairs the firm’s Labor & Employment and Education practices.

Jim has been designated a special master by the U.S. District Court in Connecticut. He has an active alternative dispute resolution practice, and will serve as a mediator or arbitrator.

Jim regularly writes and speaks on matters relating to governance, education law, labor and employment, and the practice of law. He is an editor of the *Connecticut Employment Law Letter*. He sits on the Defense Counsel Advisory Committee for United Educators.

## Areas of Focus

### Practices

- [Discrimination](#)
- [Labor & Employment](#)
- [Wage and Hour](#)
- [Education](#)
- [Employee Benefits, Compensation & ERISA](#)
- [ERISA Employee Benefit Plan Litigation](#)
- [Internal Investigations](#)
- [Litigation and Trials](#)

## Insights

08.05.2023

[Employers Should Prioritize Reviewing Their Handbooks in Light of New NLRB Decision](#)

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06.02.2023

[NLRB Ratchets Up Campaign Against Noncompete Agreements](#)

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04.08.2023

[Biden Administration Seeks to Prohibit Blanket Ban on Transgender Student Athletes](#)

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02.23.2023

[NLRB New Rule Affects How All Employers Should Approach Severance Agreements and Other Employment Contracts](#)

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01.28.2023

Decision Against McDonald's Includes Important Lessons For Employers About Sexual Harassment in the Workplace

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08.02.2022

New Cases Apply Title IX to Independent Schools: Tips for Schools and Next Steps

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07.27.2021

OCR Issues New Title IX Guidance

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07.24.2021

Federal Court Upholds University's Vaccine Mandate

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06.21.2021

New Salary Range Disclosure Law May Create Headaches for Connecticut Employers

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12.18.2020

Mandating COVID-19 Vaccines in the Workplace: EEOC Issues Updated Guidance

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11.03.2020

Follow Clear Process When Disciplining Students Who Violate COVID-19 Protocols

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05.05.2020

Class Actions Against Colleges and Universities Demanding Reimbursement of Tuition and Fees: What Schools Need to Know to Be Prepared and Are Independent Schools Next?

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03.30.2020

Compliance Tips for Distance Learning at Independent and Public Schools

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03.15.2019

Cybersecurity Obligations and Best Practices for Independent Schools

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10.11.2018

The EEOC Finds Workplace Harassment Pervasive and Identifies It as A Priority

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12.15.2016

The Potential Impact Of a Trump Presidency on Employers (Webinar)

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11.23.2016

Injunction Placing New Overtime Rule on Hold Affects Employers in Every Industry

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11.10.2016

The Potential Impact Of a Trump Presidency on Employers

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07.28.2015

10 Tips for Minimizing Company Liability for Terminating Employees who Steal Trade Secrets

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07.01.2015

Don't Let Employee Trade Secret Thieves Turn the Table on You: Ten Tips for Minimizing Employment Liability

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04.01.2015

How to Handle Personnel Changes

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12.17.2014

NLRB Rejects Ban On Personal E-mail At Work

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05.27.2014

Managing the Risks of a Mobile Workforce

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05.22.2014

Wage and Hour Lawsuits Pose an Ongoing Threat

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04.18.2013

Supreme Court Finds Equitable Defenses Do Not Override ERISA Plan Terms

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03.14.2013

Second Circuit Finds Jurisdiction Under ERISA to Decide Insurer's Counterclaim for Overpaid Plan Benefits

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12.31.2011

50 Employment Laws in 50 States

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06.30.2009

Will Gender and National Origin Make a Difference in the Next Supreme Court Justice's Jurisprudence

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10.31.2007

E.E.O.C. v. BCI Coca-Cola Bottling Co. of L.A.: Subordinate Bias Liability - 'The Cat's Paw'

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05.31.2007

NASD Eyes Roving Reps

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01.22.2007

Financial Services Sector Targeted In Litigation

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11.30.2006

Judges Perform Gastric Bypass on Obesity Claims

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11.01.2006

Financial Services Industry Prime Target For Wage And Hour Claims

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01.31.2004

Supervisors and Sexual Harassment

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12.31.2003

Compendium of Significant Employment - Related Case Law and Statutes

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## News

08.07.2023

Carlton Fields Adds Gwaina Wauldon to Hartford Labor & Employment and Education Practices

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10.11.2022

2022 Connecticut Super Lawyers Honors Carlton Fields Attorneys

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10.12.2021

2021 Connecticut Super Lawyers Honors Carlton Fields Attorneys

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10.13.2020

2020 Connecticut Super Lawyers Honors Carlton Fields Attorneys

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08.19.2020

Carlton Fields Enhances HR Risk Management Offerings with Launch of Core Triangle Consulting

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02.10.2020

Carlton Fields Adds Immigration Attorney Federico M. Maciá in Miami

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01.13.2020

Nationally Renowned Labor and Employment Attorney Rae T. Vann Joins Carlton Fields in Washington, D.C.

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10.17.2019

2019 Connecticut Super Lawyers Honors Carlton Fields Attorneys

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10.18.2018

New England Super Lawyers Honors Carlton Fields Attorneys on 2018 Lists

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08.15.2018

Tampa General Hospital's SVP, Compliance, Legal, and Risk Management Jonathan "Tre" Dixon III  
Joins Carlton Fields

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## Recognition

- [AV Rated by Martindale-Hubbell](#)
- [The Best Lawyers in America](#), Employment Law – Management (2019–2024)
- Connecticut [Super Lawyers](#), *Super Lawyers Magazine* (2019–2023)
- Top 50 Connecticut [Super Lawyers](#), *Super Lawyers Magazine* (2006–2012, 2015)
- Top 50 New England [Super Lawyers](#), *Super Lawyers Magazine* (2009–2012)
- Appointed Special Master by the U.S. District Court for the District of Connecticut

No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

## Professional & Community Involvement

- American Bar Association
- Defense Research Institute
- Employers Counsel Network
- Lawyers Collaborative for Diversity
  - Board of Directors
- National Association of College and University Attorneys
- Society for Human Resource Management
- WALKS Foundation Inc.
  - Appointed Member, Advisory Board
- *Connecticut Lawyer Magazine*
  - Appointed Member, Advisory Committee

- Connecticut Bar Association
  - Labor and Employment Law Section
    - Appointed Member, Executive Committee
  - Litigation Section
    - Appointed Member, Executive Committee
  - Education Law Section
  - Federal Practice Section, Local Rules Committee and Executive Committee
- Editor, *Connecticut Employment Law Letter*

## Speaking Engagements

- "Good (EEO) Governance: Avoiding Major Public Scrutiny," NILG 2022 National Conference, Boston, MA (July 27, 2022)
- "Legal, Risk, and Insurance Considerations in the Age of COVID-19," 2021 NBOA Annual Meeting (February 24, 2021)
- "Risk Management Roadmap to Reopening Your Campuses," Fred C. Church Insurance (May 7, 2020)
- "Employment Risks in Independent Schools," United Educators Nutmeg Group Risk Management Forum, Westminster School (Spring 2018)
- "Professional Boundaries," various independent schools (annually)
- "Conducting Effective Internal Investigations," United Educators Nutmeg Group Risk Management Forum, Choate (Spring 2017)
- "Investigating Sexual Misconduct in Independent School," United Educators Cranberry Group, Dana Hall (Winter 2017)
- "Title IX and Sexual Misconduct," The Policy Institute, various locations in Northeast (2014–2017)
- "HR Update," Carlton Fields In-House Counsel Forum, Orlando, FL (March 2015)
- "Wage and Hour Issues," Society for Human Resource Management, Central Connecticut Chapter, Rocky Hill, CT (2011)
- "Social Media," various client presentations (2010–2011)
- "Emotional Damages in Employment Litigation: A View From the Bench and Jury Box," Connecticut Bar Association Annual Meeting, Hartford, CT (June 14, 2010)
- "Family and Medical Leave Act Master Class," Hartford, CT (October 20, 2009)
- "Navigating the Minefield of Investigations and Whistleblower Protections," Connecticut Bar Association Annual Meeting, Hartford, CT (June 8, 2009)
- "Employment Practices Liability," Risk and Insurance Management Society, Connecticut Valley Chapter, West Hartford, CT (May 13, 2009)



- "Family and Medical Leave Act Master Class," Cromwell, CT (September 30, 2008)
- "Strategic Planning When Representing a Client in an Employment Dispute: The Perspectives of Management and Employees," Connecticut Bar Association Annual Meeting, Hartford, CT (June 9, 2008)
- "Top 10 Employment Issues in 2008," Human Resource Association of Central Connecticut (January 23, 2008)
- "Bottom Line: The One Thing You Must Know About 10 Employment Law Issues," Advanced Employment Issues Symposium, Las Vegas, NV (November 8–9, 2007)
- "Let's Talk Labor Law," GC New England Roundtable (Spring 2007)
- "Subordinate Bias Liability Under Title VII," Connecticut Bar Association Annual Meeting, Hartford, CT (June 18, 2007)
- "Family and Medical Leave Act Master Class," Cromwell, CT (May 8, 2007)
- "The Seven Habits of Highly Ineffective Crisis Management Organizations," Advanced Employment Issues Symposium (October 2006)
- "Pros and Cons: How Much Can EPLI Minimize Your Company's Risks?" and "Sexual Harassment: Get Your Supervisors Trained Now," Advanced Employment Issues Symposium, Washington, D.C. (2005)
- 10th Annual Advanced Employment Issues Symposium, Washington, D.C., and Las Vegas, NV (October–November 2005)
- "The New Fair Pay Regulations to the FLSA," Advanced Employment Issues Symposium, Atlanta, GA (October 6–8, 2004)
- "Mock Jury Trial of Sexual Harassment Lawsuit," Annual Meeting of the Connecticut Independent Insurance Agents (May 2004)
- "Connecticut Human Resources Law Update," Sterling Education Services (May 2004)
- "Emerging Issues in Directors and Officers and Employment Practices Liability," Marsh USA Inc. Symposium (April 2004)
- "Handling Retaliation Claims," Annual Meeting of the CBA (June 2003)
- "Sexual Harassment Overview and Prevention," Metroguard Insurance/Massamont Insurance Agency Employment Law Symposium (April 2003)

## Credentials

### Education

- Syracuse University College of Law (J.D.)
- University of Connecticut (B.A.)

### Court Admissions

- New York Supreme Court, Appellate Division, Third Judicial Department
- U.S. Court of Appeals, Second Circuit

## Bar Admissions

- Connecticut
- Massachusetts
- New York
- New Jersey
- U.S. District Court, District of Connecticut
- U.S. District Court, Eastern District of New York
- U.S. District Court, Northern District of New York
- U.S. District Court, Southern District of New York
- U.S. District Court, Western District of New York