





# Jonathan Sterling

SHAREHOLDER

HARTFORD

 860.392.5042

 860.392.5058

CONNECT

 [jsterling@carltonfields.com](mailto:jsterling@carltonfields.com)

 LinkedIn

## Overview

Jon Sterling defends employers against claims by current and former employees, including claims of wrongful discharge, unpaid wages, and harassment. He appreciates that employment disputes often feel personal, and his goal is to relieve employers of both the legal and the emotional burden they face. His clients include schools, colleges, businesses, municipalities, and other organizations, as well as individuals who have been sued in employment-related litigation.

In court nearly every week, Jon defends employers in cases involving FLSA, FMLA, ERISA, freedom of expression, workers' compensation retaliation, and common law claims. He has obtained numerous dismissals of lawsuits, as well as of administrative complaints filed with the Connecticut Commission on Human Rights and Opportunities (CHRO). Jon routinely defends employers in CHRO and EEOC investigations and has successfully litigated against the CHRO in Superior Court.

Jon also provides proactive advice to help employers stay compliant with employment laws and avoid litigation. Each day, he assists employers with practical matters, including reviewing and drafting employee handbooks, employment agreements, noncompete agreements, and arbitration agreements, and advises them on a variety of issues, such as terminations, investigations, reductions in force, and wage and hour issues, and in developing areas like biometrics and medical marijuana. Jon also conducts management, sexual harassment, and other training for employers.

Jon also assists education clients with a variety of matters unique to their industry, including academic and student discipline issues. He routinely counsels educational clients on a wide variety of student, employment, and academic matters, from Title IX to bullying to vaping on campus. For example, in recent years, Jon has obtained judgments following trial for a university on claims brought by former students alleging hazing and alleged failure to pay an athletic scholarship.

Jon has a significant litigation practice outside of the employment and education arena as well. He has represented clients in a number of industries in cases involving contractual, negligence, and other disputes in state and federal court, including class actions.

Jon belongs to the Employers Counsel Network and is an editor and frequent contributor to the *Connecticut Employment Law Letter* and *50 Employment Laws in 50 States*. He serves as a co-author of the *ERISA Litigation Handbook*.

## Experience

- *CHRO ex rel. Mills-Sanders v. Greenwich Premier Servs. Co.*, No. NWH CV23-6008390-S, 2023 WL 5543621 (Conn. Super. Ct. Aug. 22, 2023) (granting motion to strike housing discrimination complaint brought by CHRO).
- *Martinez v. City of Stamford*, No. 22-702, 2023 WL 3162131 (2d Cir. May 1, 2023) (affirming summary judgment in favor of employer as to all counts in discrimination lawsuit).
- *Kenneson v. Parker*, No. 3:20-cv-00988, 2022 WL 4448875 (D. Conn. Sept. 23, 2022) (granting motion for summary judgment as to all claims against university police officers).
- *Doe v. Wesleyan Univ.*, No. 3:19-cv-01519, 2022 WL 2656787 (D. Conn. July 8, 2022) (granting motion for summary judgment as to all claims, and imposing sanctions on plaintiff).
- *Martinez v. City of Stamford*, No. 3:20-cv-00174, 2022 WL 824638 (D. Conn. Mar. 17, 2022) (summary judgment granted as to all claims).
- *McEvoy v. Fairfield Univ.*, No. CV215045467S, 2022 WL 294328 (Conn. Super. Ct. Jan. 10, 2022) (dismissing all claims against defendants).
- *Dingle v. City of Stamford*, No. 3:20-cv-01732, 2021 WL 4477329 (D. Conn. Sept. 30, 2021) (granting motion to dismiss).
- *Cammarota v. Sacred Heart Univ., Inc.*, No. FBTCV196082929, 2020 WL 6712464 (Conn. Super. Ct. Oct. 20, 2020), affirmed by 209 Conn.App. 902 (2021) (summary judgment granted as to all claims, affirmed on appeal).
- *Heslin v. S. Windsor Bd. of Educ.*, No. HHDCV196112394S, 2021 WL 5707546 (Conn. Super. Ct. Nov. 9, 2021) (granting summary judgment as to all claims against clients).
- *Gagliardi v. Sacred Heart Univ., Inc.*, No. 3:17-cv-00857, 2019 WL 3202742 (D. Conn. July 16, 2019) (granting summary judgment as to all claims by former tennis coach under Title IX, Title VII, and EPA).
- *Doe v. Simsbury Bd. of Educ.*, No. HHDCV185051404S, 2019 WL 2142052 (Conn. Super. Ct. Apr. 12, 2019) (granting motion to strike public nuisance claim).
- *Gupte v. Watertown Bd. of Educ.*, No. 3:17-cv-00283, 2018 WL 4054880 (D. Conn. Aug. 24, 2018) (dismissing case in its entirety).
- *Reho v. Sacred Heart Univ., Inc.*, No. 3:16-cv-01692, 2017 WL 1014998 (D. Conn. Mar. 15, 2017) (granting partial dismissal).

- *Jauhari v. Sacred Heart Univ., Inc.*, No. 3:16-cv-00680, 2017 WL 819902 (D. Conn. Mar. 2, 2017) (limiting scope of comparator discovery in denial of tenure lawsuit).
- *Doe v. Trinity Coll.*, No. FSTCV175016597S, 2017 WL 7053895 (Conn. Super. Ct. Dec. 26, 2017) (sustaining objection to plaintiff's motion to sue anonymously).
- *DeLucia v. Sacred Heart Univ., Inc.*, No. FBTCV156049853, 2017 WL 4273404 (Conn. Super. Ct. Aug. 11, 2017) (judgment for defendants on all counts following bench trial).
- *Reid v. Town of W. Hartford*, No. CV156031283S, 2017 WL 5707522 (Conn. Super. Ct. Oct. 26, 2017) (dismissing CHRO's appeal of dismissal of public accommodation discrimination case).
- *Roberts v. Town of Orange, Dep't of Police Servs.*, No. AANCV166019852S, 2017 WL 4106132 (Conn. Super. Ct. Aug. 8, 2017) (granting summary judgment to defendant on all claims in employment discrimination case).
- *DeFusco v. Town of West Hartford*, No. 3:15-cv-00485, 2016 WL 1225496 (D. Conn. Mar. 28, 2016) (granting motion to dismiss claims in discrimination/retaliation case).
- *Skinner v. Martin*, No. CV146011250, 2015 WL 2261571 (Conn. Super. Ct. Apr. 22, 2015) (dismissing all claims in employment case).
- *Fasoli v. City of Stamford*, 64 F. Supp. 3d 285 (D. Conn. 2014) (granting summary judgment to defendant on all claims in employment discrimination/retaliation case).
- *McMahon v. Chubb Grp. of Ins. Cos.*, 553 F. App'x 85 (2d Cir. 2014) (affirming dismissal of unpaid wage claims).
- *Vega v. Sacred Heart Univ.*, No. 3:10-cv-01870, 2013 WL 2420329 (D. Conn. June 3, 2013) (judgment for defendant on all counts following bench trial).
- *Conn. Comm'r of Labor v. Chubb Grp. of Ins. Cos.*, No. 3:11-cv-00997, 2013 WL 836633 (D. Conn. Mar. 6, 2013).
- *Walsh v. Lebanon Bd. of Educ.*, No. 3:11-cv-00194, 2013 WL 425092 (D. Conn. Feb. 4, 2013).
- *Leichter v. Lebanon Bd. of Educ.*, 917 F. Supp. 2d 177 (D. Conn. 2013).
- *Conn. Comm'r of Labor v. Chubb Grp. of Ins. Cos.*, No. 3:11-cv-00997, 2012 WL 3443003 (D. Conn. Aug. 15, 2012).
- *Conn. v. Chubb Grp. of Ins. Cos.*, No. 3:11-cv-0099, 2012 WL 1110488 (D. Conn. Mar. 31, 2012).
- *Konspore v. Friends of Animals, Inc.*, No. 3:10-cv-00613, 2012 WL 965527 (D. Conn. Mar. 20, 2012).
- *Fitzgerald v. Chubb & Son Inc.*, No. 3:10-cv-00848, 2011 WL 2470701 (D. Conn. June 20, 2011).
- *Vega v. Sacred Heart Univ., Inc.*, 836 F. Supp. 2d 58 (D. Conn. 2011).
- *Worthington v. Carris Reels of Conn., Inc.*, No. 3:10-cv-00448, 2011 WL 3939005 (D. Conn. May 5, 2011).
- *Brooks v. Sweeney*, 9 A.3d 347 (Conn. 2010) (affirming summary judgment as to all claims against clients).

- *Konspore v. Friends of Animals, Inc.*, No. 3:10-cv-00613, 2010 WL 3023820 (D. Conn. Aug. 2, 2010).
- *Tehan v. Sacred Heart Univ.*, 388 F. App'x 42 (2d Cir. 2010).
- *Richardson v. Comm'n on Human Rights & Opportunities*, 532 F.3d 114 (2d Cir. 2008).
- *Sebold v. City of Middletown*, No. 3:05-cv-01205, 2007 WL 2782527 (D. Conn. Sept. 21, 2007).
- *Brooks v. Sweeney*, No. CV065005224, 2007 WL 1976089 (Conn. Super. Ct. June 12, 2007).
- *Goldfarb v. Town of West Hartford*, 474 F. Supp. 2d 356 (D. Conn. 2007).
- *Santoro v. Town of Hamden*, No. CV040488583, 2006 WL 2536595 (Conn. Super. Ct. Aug. 18, 2006).
- *Rivera v. Men's Wearhouse, Inc.*, No. 3:05-cv-01907, 2006 WL 1801705 (D. Conn. June 27, 2006).
- *Deguzman v. Kramer*, No. 3:04-cv-02064, 2005 WL 2030447 (D. Conn. Aug. 23, 2005).
- *Strohmeyer v. Metro. Life Ins. Co.*, No. 3:04-cv-01808, 2005 WL 3963770 (D. Conn. Nov. 15, 2005).
- *Strohmeyer v. Metro. Life Ins. Co.*, 365 F. Supp. 2d 258 (D. Conn. 2005).
- *Russ v. Town of Watertown*, No. 3:04-cv-00014, 2005 WL 734344 (D. Conn. Mar. 29, 2005).
- *McEwan v. Town of New Canaan*, No. 3:03-cv-01966, 2004 WL 1897116 (D. Conn. Aug. 20, 2004).
- *Jenkins v. Area Co-Op Educ. Servs.*, No. 3:99-cv-02371, 2004 WL 413267 (D. Conn. Feb. 25, 2004).

## Areas of Focus

### Practices

- Discrimination
- Education
- ERISA Employee Benefit Plan Litigation
- Insurance
- Intellectual Property
- Labor & Employment
- Life, Annuity, and Retirement Litigation
- Litigation and Trials
- Wage and Hour

### Industries

- Insurance
- Property & Casualty Insurance
- Securities & Investment Companies

## Insights

05.02.2024

Court Direction on FTC's Noncompete Ban Expected This Summer

---

09.28.2023

NLRB Stacks Deck in Favor of Employees: Employers Must Play Cards Defensively or Go Bust

---

08.05.2023

Employers Should Prioritize Reviewing Their Handbooks in Light of New NLRB Decision

---

06.02.2023

NLRB Ratchets Up Campaign Against Noncompete Agreements

---

04.08.2023

Biden Administration Seeks to Prohibit Blanket Ban on Transgender Student Athletes

---

02.23.2023

NLRB New Rule Affects How All Employers Should Approach Severance Agreements and Other Employment Contracts

---

08.02.2022

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

---

06.21.2021

New Salary Range Disclosure Law May Create Headaches for Connecticut Employers

---

05.26.2020

5 Employment Policies to Draft or Redraft With Coronavirus Hindsight

*HR Daily Advisor*

---

12.30.2019

Recession Preparation 101: Plan for Potential Layoffs Ahead of Time

*HR Daily Advisor*

---

02.13.2017

Worth the Wait?: SCOTUS to Hear Argument on Enforceability of Class Action Waivers in Employment Con

---

05.18.2016

DOL Raised The Bar: Final White Collar Overtime Exemption Rule Doubles Salary Threshold

---

10.30.2015

“Contractor?” I do not think that employers’ liability exclusion means what you think it means

---

07.28.2015

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

---

07.01.2015

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

---

06.12.2015

Laid-Off Chicago Teachers Clear Class Certification Hurdles

---

05.01.2015

Exercise Prudence When Hiring Students

---

04.01.2015

Mandatory Direct Deposit a No-No

---

03.25.2015

Florida Court of Appeal: Photos on Facebook are Fair Game in Discovery

---

02.01.2015

Full Pay for Part-Time Work?

---

01.01.2015

The Aromatic Workplace

---

12.17.2014

NLRB Rejects Ban On Personal E-mail At Work

---

12.01.2014

Late FMLA Certification: A Problem For Employers or Employees?

---

11.01.2014

Must Mothers and Fathers be Treated Equally?

---

10.01.2014

Is my Business Covered by The CTFMLA?

---

09.01.2014

The Verdict on Using PTO for Jury Service

---

08.01.2014

'Voluntary' Meetings are a No-No

---

07.03.2014

How to Avoid Emerging Wage & Hour Risks: Exempt or Non-Exempt, Contractor Liability & Minimum Wage Hikes

---

07.01.2014

More than six months of leave? No way!

---

06.01.2014

Curbing FMLA Abuse

---

05.01.2014

Paid FMLA Leave Only for Execs May be Asking for Trouble

---

04.01.2014

Taking Advantage of Employer's Generosity?

---

03.31.2014

It May be Time to Update that Social Media Policy: FFIEC Releases Social Media Guidance

---

03.01.2014

The Perils of Firing an Older, Long-Tenured Worker

---

02.01.2014

Cracking Down On Long Lunches

---

01.01.2014

FMLA Leave For A Part-Timer?

---

12.01.2013

Overtime 'Oops': How Much Do We Owe?

---

12.01.2013

"Employer Not Required To Accommodate Sexually Harassing Volunteer

---

11.01.2013

We're Not Required To Pay For Jury Duty, Right?

---

10.01.2013

How Confidential Are Employee Evaluations?

---

09.01.2013

Are Parent's Employees Ours Under The FMLA?

---

08.01.2013

Smokers' Rights And E-Cigarettes

---

07.01.2013

A Potpourri Of Employment Law Issues

---



06.01.2013

Problem Employees, Problem Bosses

---

05.01.2013

Court Clarifies Interplay Between TTA and FEPA

---

04.18.2013

Supreme Court Finds Equitable Defenses Do Not Override ERISA Plan Terms

---

03.14.2013

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

---

03.01.2013

Appeals Court Issues Three Decisions Of Note

---

02.01.2013

Nonpromotion Of Disciplined Officer Upheld

---

01.01.2013

Court Refuses To Go 'Looney' In Municipal Feud

---

11.01.2012

Court Says 'Tough Cookies' On Emotional Distress Claims

---

10.01.2012

State Supreme Court Decision Has Multistate Employers Saying 'Phew'

---

09.01.2012

For Employers, Christmas Came Early This Year

---

07.01.2012

How Does New Medical Marijuana Law Affect Employers?

---

06.01.2012

Appellate Court Kept Busy By Recent Case

---

03.06.2012

SEC and CFTC Issue Proposed Rules on Identity Theft

---

03.01.2012

Appellate Court Rejects Nurse's Wrongful Discharge Claim

---

02.01.2012

And The Appellate Court Taketh Away

---

01.05.2012

Recent Appeals Court Decisions Offer Good News to Employers

---

12.31.2011

50 Employment Laws in 50 States

---

12.25.2011

CTDOL Releases Guidance on Paid Sick Leave Law

---

11.09.2011

CHRO Procedures Changed

---

09.13.2011

Recent Case Not Good News For Employers

---

08.11.2011

Not All Facebook Postings Violate the NLRA

---

07.12.2011

Chro Closes Office of Public Hearings

---

06.06.2011

Gender Identity Bill Passes House

---

05.05.2011

Workers' Comp is Exclusive Remedy for Workplace Injury

---

04.08.2011

Employer Did Not Commit to Use Progressive Discipline

---

03.15.2011

Paid Sick Leave Law Being Considered

---

02.14.2011

Personnel Files Act Claims Dismissed

---

01.24.2011

Timing Alone Does Not Prove Retaliation

---

12.10.2010

Gender Change May Be a Physical Disability

---

11.11.2010

Judge Says WWE May Not Have Done Enough to Stop Sexual Harassment

---

11.11.2010

Judge Says WWE May Not Have Done Enough to Stop Sexual Harassment

---

10.10.2010

OSHA Proposes Steep Fines for Kleen Energy Disaster

---

09.09.2010

Some Bonuses Are Wages

---

08.15.2010

Lawsuits Must Be Filed Within Two Years of Chro Complaint

---

07.04.2010

All Out-of-State Employees May Count When Determining CTFMLA Coverage

---

07.01.2010

New Health Insurance Continuation Law Enacted

---

05.03.2010

'Unable to Socialize' Doesn't Necessarily Mean 'Unable to Work'

---

04.04.2010

Employees Must Visit CTDOL Before Filing CTFMLA Lawsuits

---

03.15.2010

Arbitration Agreement Upheld Over Employee's Objections

---

02.12.2010

Salesperson Not Subject to Administrative Exemption From Overtime Pay

---

01.25.2010

Getting The Message About E-Mail Monitoring

---

01.01.2010

Court Takes Tough FLSA Stance

---

12.12.2009

Think You Employ Professionals? Think Again

---

11.09.2009

Court Finds No ADA Liability Unless Accommodation Was Possible

---

10.10.2009

New Equal Pay Law In Effect

---

09.12.2009

Connecticut Enacts New Employee Leave Law

---

08.16.2009

Gender Stereotyping and Fear of a Lawsuit Not Grounds for Termination

---

06.12.2009

Injured Employees Are Not Necessarily Disabled Employees

---

04.15.2009

Connecticut Wage Payment Law Makes National News

---

03.16.2009

Chro Date Revealed

---

02.14.2009

Supreme Court to Evaluate NHFD's Promotional Exams

---

01.11.2009

Appeals Court Expands Free-Speech Defense

---

12.12.2008

Refusal of Examination is Grounds for Discharge

---

11.08.2008

Reliance on False Allegations of Misconduct

---

10.10.2008

Transgendered Employees May Have Recourse for Gender Stereotyping

---

09.08.2008

Only Town Council Can Create Employment Contract

---

09.01.2008

Update: Cort Convinces Court to Reconsider its Decision

---

08.19.2008

Nothing is Easy in HR These Days

---

08.16.2008

Refusing to Arbitrate Isn't Retaliatory

---

07.19.2008

Reservist Wins Court Battle

---

06.15.2008

Employee's Medical Information is Private

---

06.12.2008

CFEPA Requires Accommodation of Employees' Disabilities

---

05.28.2008

Employer's Demand to See Personal Phon Records is a Bad Call

---

04.19.2008

Can We Be Liable for After-Hours Harassment

---

04.16.2008

Smurfette's Claims Dismissed

---

04.10.2008

Employer Not Liable to "On Call" Employee

---

03.12.2008

Court OK's Tracking Employees in Company Vehicles

---

02.12.2008

Employer Deemed Less Than Accommodating

---

01.12.2008

Employer Not Powerless To Stop Departing Employees From Telling All

---

12.12.2007

A Primer On the CHRO Process

---

12.01.2007

Be Careful When Considering Pay Adjustments

---

11.11.2007

Rehab Center Must Clean Up Its Act, pay More Than \$1 Million in Fines

---

11.01.2007

Mandatory Flu Shots: Are You Shooting Yourself In The Foot?

---

10.10.2007

You Want My Honest Opinion? Connecticut High Court Says Yes

---

09.09.2007

Connecticut Employees Get Longer Period to File Discrimination Lawsuits

---

09.02.2007

Revoked "Paper Suspension" Qualifies as Adverse Action, Leading to Possible Litigation

---

08.20.2007

Connecticut Employers With Out-of-State Workers, Beware

---

08.20.2007

Connecticut Employers With Out-of-State Workers, Beware

---

08.09.2007

Use-it-or-Lose-it" Vacation Policy Upheld

---

07.01.2007

No Pay Required for Time Spent Clearing Plant Security, Says Appeals Court

---

07.01.2007

How To Help An Employee Resolve A Bad Situation

---

06.15.2007

Appellate Court Clarifies Jury Duty Leave Protection

---

06.12.2007

Arbitrator Upheld, Employee's Discharge for Downloading Information Set Aside

---

06.02.2007

GEICO Adjusters Say "Show Me the Money"

---

05.12.2007

Workplace Bullying Legislation Bill Being Considered by State Legislature

---

03.12.2007

Court Recognizes Broad Immunity for Municipal Officials

---

02.02.2007

Single-Employer Test Not Applicable to State-Law Unpaid Wage Claim

---

01.22.2007

Financial Services Sector Targeted In Litigation

---



01.15.2007

No Exculpatory Agreements for Independent Contractors

---

01.01.2007

Discrimination Laws Don't Apply to Clergy

---

12.16.2006

Connecticut Employees Can't Waive Negligence Claims

---

11.19.2006

Some Good News on Retaliation Claims

---

11.06.2006

Employees Can Still Sue After Winning CHRO Public Hearing

---

10.14.2006

Forfeiture Clause Was Really a Noncompete

---

09.15.2006

Burden of Proof is Squarely on Employees in Discrimination Cases

---

09.14.2006

Departing Employees may Be Held Liable for Deleting Files

---

08.12.2006

Accumulated Sick Leave Defined Under CTFMLA

---

07.19.2006

Court Finds Employer Duty-Bound To Aid Dying Employee

---

07.11.2006

That Diligent Employee Working Through Lunch Could Cost You Thousands

---

06.29.2006

Benefits Waiver Held To Be Valid

---

06.23.2006

Court Says Job Offer Isn't a Guarantee of Employment

---

05.16.2006

Appeals Court Explains Free Speech Claims

---

04.14.2006

Spidermen Lose Appeal

---

04.10.2006

Engineer-Theologian Told He Can't Compete With Former Employer

---

03.15.2006

Don't Forget About That Other Protected Class: State Legislators

---

02.28.2006

Overtime Claims by Employees on the Rise

---

02.14.2006

Court Finds No Evidence of Implied Contract

---

02.12.2006

State Proposes Increased Health Care Spending By Large Corporations

---

12.28.2005

Employees Can Be On Call, Yet Off the Clock

---

11.30.2005

Civil Union Law takes Effect

---

11.27.2005

Connecticut Supreme Court Rules on FMLA Reinstatement Issue

---

10.31.2005

Court Expands Title VII Retaliation Protection

---

10.24.2005

Getting Smart About Employee Medical Files

---

09.15.2005

California Recognizes Harassment Claim Based on Supervisor/Subordinate Affairs

---

09.01.2005

California Case on Workplace Affairs Unlikely To Change Much in Connecticut

---

08.17.2005

Rules for Hiring Young Workers

---

08.12.2005

Same Actor" Defense Dealt Serious Blow

---

07.07.2005

Why employers need not fear employment agreements

---

06.12.2005

Important Case Helps Small Employers Avoid Big Surprises

---

06.06.2005

Employees Can't Be Both At Will And Contractual

---

05.05.2005

Court Finds That Spidermen Must Cover Up Before Fighting Crime

---

04.11.2005

Court Puts New Arrow In Your Legal Quiver

---

03.15.2005

Please Be Nice To Your Employees When Firing Them

---

03.02.2005

Court OK's HIV Records Disclosure

---

02.16.2005

FMLA Statute Of Limitations Clarified

---

02.02.2005

Court Finds That One Reason Is Good Enough To Deny A Promotion

---

01.16.2005

When Can I Fire My Problem Contract Employee?

---

01.12.2005

Employee Fired For Eyebrow Ring Claims Discrimination Laws Were Pierced

---

12.20.2004

That Quiet Guy In The Corner May File Your Next Lawsuit

---

10.24.2004

Yet Another Reason To Have A Nondiscrimination Policy And Enforce It

---

09.18.2004

Employees Must Exhaust Grievance Procedures Before Suing

---

07.19.2004

Court Says Confidentiality Agreements Must Be Reasonable

---

07.09.2004

Employer Sinks for Employee's Drinks

---

04.19.2004

Employee Handbooks - Court Finds Promise Despite Language To Contrary

---

04.07.2004

Court Finds Promise Despite Language To Contrary

---

03.12.2004

Sad Songs: Employer Liability For Employees Downloading Music At Work

---

02.10.2004

Court Says Confidentiality Agreements Must Be Reasonable

---

01.31.2004

Supervisors and Sexual Harassment

---

01.12.2004

Court Finds Employee Handbooks Can Be Your Friend - And Your Enemy

---

12.12.2003

Misclassification Of Temporary Workers Can Cause Permanent Problems

---

11.11.2003

Not Hungry? You Might Be Disabled

---

10.20.2003

Where Does An Employee's Right To Free Speech End?

---

10.20.2003

Court Finds State And Federal Disability Discrimination Laws Are Different

---

10.14.2003

Court Finds State and Federal Disability Discrimination Laws Are Different

---

08.12.2003

Pennsylvania Court Limits Fun Of Blondes

---

07.01.2003

New "Supervisor" Definition Expands Employer Liability For Sexual Harassment

---

06.19.2003

Demystifying The CHRO process

---

06.12.2003

New 'Supervisor' Definition Expands Employer Liability for Sexual Harassment

---

04.18.2003

What's A Disability Anyway

---

03.13.2003

Sexual Harassment Training Q & A: What Are My Responsibilities?

---

02.24.2003

Employer Not Required To Reimburse For Gender-Reassignment Surgery

---

01.26.2003

Scandals Open Door For Unions

---

01.17.2003

If You Have Employees Who Are Under 18, Know These Rules

---

01.02.2003

Pay For Snow Days?

---

12.01.2002

How Do New HIPAA Privacy Rules Affect My Company?

---

10.01.2002

Watch Out For Whistleblowers!

---

10.01.2002

Employers' Responsibilities For Employees Who Serve On Juries Or In The Armed Forces

---

## News

05.26.2020

Brendan Gooley and Jonathan Sterling Published in HR Daily Advisor: 5 Employment Policies to Draft or Redraft with Coronavirus Hindsight

---

## Recognition

- [\*The Best Lawyers in America\*](#), Employment Law - Management, ERISA Litigation, Labor and Employment Litigation (2023-2024)

## Speaking Engagements

- "Keeping Trustees Informed of Changing Risk, Insurance, and Legal Issues," 2024 National Business Officers Association (NBOA) Annual Meeting and Business Solutions Showcase, Atlanta, GA (February 26, 2024)
- "Title IX Sexual Harassment - Important Policy Information and Bystander Intervention," Fairfield, CT (February 8, 2023)
- "Employment Law 102: Hiring a Creative Workforce," Arts and Business Council of Greater Boston (February 8, 2023)
- "Employment Law 101: Creative Workers' Rights," Arts and Business Council of Greater Boston (January 25, 2023)
- "Gig Workers, Independent Contractors, and Employees? Oh My! Understanding the FLSA and Employee Classification," HR Comply Virtual Conference: Overcoming Compliance Challenges in the New Normal (April 29, 2021)

- "Intellectual Property and Employment Law Considerations for Online Learning," Carlton Fields (August 11, 2020)
- "HR Update," Carlton Fields In-House Counsel Forum, Orlando, FL (March 2019)
- "Employment Law Update: Trends From Hollywood to Hartford," Hartford, CT (May 2018)
- "Sexual Harassment Prevention Training," various employers (annually)
- "Employee Performance Management" Fairfield, CT (June 2018)
- "Federal Employment Law Roundup 2017: Which Laws Apply to Your Organization, When, and How to Stay Compliant This Year," BLR (January 12, 2017)
- "Family and Medical Leave Act Master Class," Hartford, CT (April 20, 2016)
- "Exempt vs. Non-Exempt and Independent Contractors: How to Correctly Classify Employees and Avoid Costly Mistakes," BLR (March 5, 2015)
- "How to Avoid Emerging Wage & Hour Risks: Exempt or Non-Exempt, Contractor Liability & Minimum Wage Hikes," BLR (June 10, 2014)
- "Perfecting Your PTO Policy: Know Your Obligations When Administering Leave," BLR (December 16, 2013)
- "Wage and Hour Bootcamp," BLR (October 10, 2012)
- "LinkedIn, Facebook, and Twitter Redux," Hartford County Bar Association (May 12, 2010)

## Credentials

### Education

- University of Connecticut School of Law (J.D., with honors, 2002)
- Colby College (B.A., 1997)

### Court Admissions

- U.S. Court of Appeals, Second Circuit
- U.S. District Court, District of Connecticut

### Bar Admissions

- Connecticut