



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.

Experience

- *Gagliardi v. Sacred Heart Univ.*, No. 20-629 (2d Cir. Mar. 29, 2021) (affirming summary judgment to client in an employment discrimination case involving unique issue of comparator evidence).
- *Gagliardi v. Sacred Heart Univ., Inc.*, No. 3:17-cv-00857, 2019 WL 3202742 (D. Conn. July 16, 2019).
- *Neufeld v. Cigna Health & Life Ins. Co.*, No. 3:17-cv-01693, 2018 WL 4158377 (D. Conn. Aug. 30, 2018).
- *Reho v. Sacred Heart Univ., Inc.*, No. 3:16-cv-01692, 2017 WL 1014998 (D. Conn. Mar. 15, 2017).
- *Jauhari v. Sacred Heart Univ., Inc.*, No. 3:16-cv-00680, 2017 WL 819902 (D. Conn. Mar. 2, 2017).
- *Doe v. Trinity Coll.*, No. FSTCV175016597S, 2017 WL 7053895 (Conn. Super. Ct. Dec. 26, 2017).

- *DeLucia v. Sacred Heart Univ., Inc.*, No. FBTCV156049853, 2017 WL 4273404 (Conn. Super. Ct. Aug. 11, 2017).
- *Reid v. Town of W. Hartford*, No. 156031283S, 2017 WL 5707522 (Conn. Super. Ct. Oct. 26, 2017).
- *Roberts v. Town of Orange, Dep't of Police Servs.*, No. AANCV166019852S, 2017 WL 4106132 (Conn. Super. Ct. Aug. 8, 2017).
- *Sacred Heart Univ. v. Voll*, No. FBTCV156048244, 2016 WL 2890502 (Conn. Super. Ct. Apr. 25, 2016).
- *DeFusco v. Town of W. Hartford*, No. 3:15-cv-00485, 2016 WL 1225496 (D. Conn. Mar. 28, 2016).
- *Mara v. MacNamara & Fairfield Univ.*, No. 3:14-cv-01095, 2015 WL 4392956 (D. Conn. July 15, 2015).
- *Fasoli v. City of Stamford*, 64 F. Supp. 3d 285 (D. Conn. 2014).
- *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-00997, 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).
- *Worthington v. Carris Reels of Conn., Inc.*, No. 3:10-cv-00448, 2011 WL 3939005 (D. Conn. May 5, 2011).
- *Bass v. Miss Porter's Sch., Inc.*, 738 F. Supp. 2d 307 (D. Conn. 2010).
- *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).
- *Bass v. Miss Porter's Sch.*, No. 3:08-cv-01807, 2010 WL 122602 (D. Conn. Jan. 5, 2010).
- *Trujillo v. Yeager*, 642 F. Supp. 2d 86 (D. Conn. 2009).
- *Manemeit v. Town of Branford*, No. 3:04-cv-01353, 2009 WL 1743749 (D. Conn. June 18, 2009).
- *Boland v. Town of Newington*, 304 F. App'x 7 (2d Cir. 2008).
- *Clayton v. City of Middletown*, 564 F. Supp. 2d 105 (D. Conn. 2008).
- *Richardson v. Comm'n on Human Rights & Opportunities*, 532 F.3d 114 (2d Cir. 2008).
- *Beary v. ING Life Ins. & Annuity Co.*, 520 F. Supp. 2d 356 (D. Conn. 2007).
- *Sebold v. City of Middletown*, No. 3:05-cv-01205, 2007 WL 2782527 (D. Conn. Sept. 21, 2007).
- *Boland v. Town of Newington*, No. 3:05-cv-01739, 2007 WL 2071630 (D. Conn. June 16, 2007).
- *Comins v. Flodesign, Inc.*, No. 3:05-cv-01193, 2006 WL 2349541 (D. Conn. Aug. 14, 2006).
- *Goldfarb v. Town of W. Hartford*, 474 F. Supp. 2d 356 (D. Conn. 2007).
- *Brooks v. Sweeney*, No. CV065005224, 2007 WL 1976089 (Conn. Super. Ct. June 12, 2007).
- *Morrison v. City of Middletown*, 464 F. Supp. 2d 111 (D. Conn. 2006).
- *Clayton v. City of Middletown*, 237 F.R.D. 538 (D. Conn. 2006).
- *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).
- *Whitaker v. Clear Channel Broad., Inc.*, No. 3:04-cv-02041, 2005 WL 3478352 (D. Conn. Dec. 19, 2005).
- *Bond v. City of Middletown*, 389 F. Supp. 2d 319 (D. Conn. 2005).
- *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).
- *Kasper v. City of Middletown*, 352 F. Supp. 2d 216 (D. Conn. 2005).
- *Levesque v. Town of Vernon*, 341 F. Supp. 2d 126 (D. Conn. 2004).
- *McEwan v. Town of New Canaan*, No. 3:03-cv-01966, 2004 WL 1897116 (D. Conn. Aug. 20, 2004).
- *Stiller v. Colangelo*, 221 F.R.D. 316 (D. Conn. 2004).
- *Geter v. Greater Bridgeport Adolescent Pregnancy Program*, No. 3:02-cv-00540, 2004 WL 513771 (D. Conn. Mar. 12, 2004).
- *Jenkins v. Area Coop. Educ. Servs.*, No. 3:99-cv-02371, 2004 WL 413267 (D. Conn. Feb. 25, 2004).
- *Williams v. City of Torrington*, No. 3:01-cv-02107, 2003 WL 23185866 (D. Conn. Dec. 10, 2003).
- *Caffery v. Stillman*, 829 A.2d 881 (Conn. App. Ct. 2003).
- *Nastro v. D'Onofrio*, 263 F. Supp. 2d 446 (D. Conn. 2003).
- *Jenkins v. Area Coop. Educ. Servs.*, 248 F. Supp. 2d 117 (D. Conn. 2003).
- *Adair v. Pfizer, Inc.*, 245 F. Supp. 2d 437 (D. Conn. 2003).

All Insights

07.27.2021	OCR Issues New Title IX Guidance
07.23.2021	Federal Court Upholds University's Vaccine Mandate
06.21.2021	New Salary Range Disclosure Law May Create Headaches for Connecticut Employers
12.17.2020	Mandating COVID-19 Vaccines in the Workplace: EEOC Issues Updated Guidance
11.03.2020	Follow Clear Process When Disciplining Students Who Violate COVID-19 Protocols
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?
03.30.2020	Compliance Tips for Distance Learning at Independent and Public Schools
03.15.2019	Cybersecurity Obligations and Best Practices for Independent Schools
10.11.2018	The EEOC Finds Workplace Harassment Pervasive and Identifies It as A Priority
12.15.2016	The Potential Impact Of a Trump Presidency on Employers (Webinar)
11.22.2016	Injunction Placing New Overtime Rule on Hold Affects Employers in Every Industry
11.09.2016	The Potential Impact Of a Trump Presidency on Employers
07.27.2015	10 Tips for Minimizing Company Liability for Terminating Employees who Steal Trade Secrets

06.30.2015	Don't Let Employee Trade Secret Thieves Turn the Table on You: Ten Tips for Minimizing Employment Liability
04.01.2015	How to Handle Personnel Changes
12.17.2014	NLRB Rejects Ban On Personal E-mail At Work
05.27.2014	Managing the Risks of a Mobile Workforce
05.21.2014	Wage and Hour Lawsuits Pose an Ongoing Threat
04.17.2013	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
12.31.2011	50 Employment Laws in 50 States
06.30.2009	Will Gender and National Origin Make a Difference in the Next Supreme Court Justice's Jurisprudence
10.31.2007	E.E.O.C. v. BCI Coca-Cola Bottling Co. of L.A.: Subordinate Bias Liability - 'The Cat's Paw'
05.31.2007	NASD Eyes Roving Reps
01.22.2007	Financial Services Sector Targeted In Litigation
11.30.2006	Judges Perform Gastric Bypass on Obesity Claims
11.01.2006	Financial Services Industry Prime Target For Wage And Hour Claims
01.31.2004	Supervisors and Sexual Harassment
12.31.2003	Compendium of Significant Employment - Related Case Law and Statutes

All News

10.12.2021	2021 Connecticut Super Lawyers Honors Carlton Fields Attorneys
10.13.2020	2020 Connecticut Super Lawyers Honors Carlton Fields Attorneys
08.19.2020	Carlton Fields Enhances HR Risk Management Offerings with Launch of Core Triangle Consulting

02.10.2020	Carlton Fields Adds Immigration Attorney Federico M. Maciá in Miami
01.13.2020	Nationally Renowned Labor and Employment Attorney Rae T. Vann Joins Carlton Fields in Washington, D.C.
01.10.2020	Carlton Fields Nabs Anti-Discrimination Ace Rae Vann
10.17.2019	2019 Connecticut Super Lawyers Honors Carlton Fields Attorneys
10.18.2018	New England Super Lawyers Honors Carlton Fields Attorneys on 2018 Lists
08.15.2018	Tampa General Hospital's SVP, Compliance, Legal, and Risk Management Jonathan "Tre" Dixon III Joins Carlton Fields

Recognition

- AV Rated by Martindale-Hubbell
- *The Best Lawyers in America*, Employment Law – Management (2019–2022)
- Connecticut Super Lawyers, *Super Lawyers Magazine* (2019–2021)
- 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

Professional & Community Involvement

- American Bar Association
- Defense Research Institute
- Employers Counsel Network
- 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*
- Involved in numerous educational and civic groups

Speaking Engagements

- "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.)

BAR ADMISSIONS

- Connecticut
- New York

COURT ADMISSIONS

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

Areas of Focus

PRACTICES

- Discrimination
- Education
- Employee Benefits, Compensation & ERISA
- ERISA Employee Benefit Plan Litigation
- Labor & Employment
- Litigation and Trials
- Wage and Hour