



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

- *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).

03.15.2019	Cybersecurity Obligations and Best Practices for Independent Schools
10.18.2018	New England Super Lawyers Honors Carlton Fields Attorneys on 2018 Lists
10.11.2018	The EEOC Finds Workplace Harassment Pervasive and Identifies It as A Priority
08.15.2018	Tampa General Hospital's SVP, Compliance, Legal, and Risk Management Jonathan "Tre" Dixon III Joins Carlton Fields
02.10.2017	Are Class Action Waivers Enforceable?
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

Recognition

- AV Preeminent rating by Martindale-Hubbell
- Selected for inclusion in *The Best Lawyers in America*, Employment Law - Management (2019)
- Selected in *Connecticut Super Lawyers* as a "Top 50 Super Lawyer" (2006-2012, 2015)
- Selected in *New England Super Lawyers* as a "Top 50 Super Lawyer" (2009-2012)
- Appointed Special Master, U.S. District Court, District of Connecticut

Professional & Community Involvement

- 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*
- American Bar Association
- Defense Research Institute
- Society for Human Resource Management
- Employers Counsel Network
- National Association of College and University Attorneys
- Involved in numerous educational and civic groups

Speaking Engagements

- "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, Connecticut Convention Center, Hartford, CT (June 9, 2008).
- "Top Ten 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 (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, Connecticut Convention Center, 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 (2005).
- 10th Annual Advanced Employment Issues Symposium, Washington and Las Vegas (October-November 2005).
- "The New Fair Pay Regulations to the FLSA," Advanced Employment Issues Symposium, Atlanta (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 (J.D., 1989)
- University of Connecticut (B.A., 1986)

BAR ADMISSIONS

- Connecticut

COURT ADMISSIONS

- 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