

## VIKTORYIA JOHNSON

**Partner** / Tampa

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**Viktoryia Johnson is a career employer-rights attorney and is proud to be Board Certified by The Florida Bar in the area of Labor & Employment Law. Viktoryia has dedicated her entire practice to defending companies in complex workplace disputes and advising employers on all aspects of the employer–employee relationship.**

At FordHarrison, Viktoryia accelerated through the ranks from Summer Clerk to Law Partner, building a strong record of success along the way. Viktoryia represents employers under all state and federal employment laws, including Title VII, ADA, ADEA, FMLA, FLSA, Florida Civil Rights Act, Florida's Whistleblower Acts, and others. Over the years, Viktoryia has secured numerous appellate victories, obtained grants of summary judgment in high-stakes litigation, and achieved countless no-cause determinations before the administrative agencies across the United States, resolving charges of discrimination before they ever reach court. In addition to her robust litigation practice, Viktoryia provides day-to-day legal counsel to employers on discipline, termination, policies, compliance, training, risk management, and all other workplace issues. Viktoryia routinely conducts non-management and management trainings, and is available to lead investigations into allegations of discrimination, harassment, and any other alleged misconduct in the workplace.

Viktoryia graduated magna cum laude from Stetson University College of Law, ranking in the top 4% of her class. During law school, she completed the Honors Program, served as Executive Editor of the Stetson Law Review, and led the student Labor & Employment Law Association as President. Her commitment to the field was recognized with the Florida Bar Labor & Employment Law Section Dean W. Gary Vause Award. Viktoryia is active on the Executive Council of the Florida Bar Labor & Employment Law Section and is the Editor of The Checkoff, the Section's quarterly online publication.

Born and raised till the age of 19 in Minsk, Belarus, Viktoryia brings an international perspective to her practice. Viktoryia proudly serves business owners from diverse backgrounds across Eastern Europe. She routinely advises clients in the Russian language, and has a

## EDUCATION

- » Stetson University College of Law (J.D., *magna cum laude*, 2016)
- » University of South Florida (B.A., *summa cum laude*, 2013)
- » St. Petersburg College (A.A., *summa cum laude*, 2012)

## BAR ADMISSIONS

- » Florida

## COURT ADMISSIONS

- » U.S. Court of Appeals for the Eleventh Circuit
- » U.S. District Court for the Middle District of Florida
- » U.S. District Court for the Northern District of Florida
- » U.S. District Court for the Southern District of Florida

## LANGUAGES

- » Russian (bilingual) - Belarussian (proficient) - Spanish (elementary proficiency) - Ukranian (basic proficiency)

strong comprehension of spoken and written Ukrainian and Belarusian.

## Representative Experience

- » Obtained summary judgment on race, national origin, gender, and disability discrimination and Title VII and Florida private- and public-sector whistleblower's retaliation claims against national private prison management company and government contractor;
- » Obtained summary judgment on claims for age and race disparate treatment against bank;
- » Obtained summary judgment in arbitration on claims for discrimination and hostile work environment based on race and national origin, and retaliation against national hotel chain;
- » Obtained summary judgment on two-plaintiff breach of employment contract claim against large healthcare company;
- » Successfully defended appeal of summary judgment granted in disability discrimination and retaliation case against national company;
- » Successfully represented clients before the EEOC and state and local human rights commissions in multiple charges of discrimination, harassment and retaliation.

## Honors & Awards

- » The *Best Lawyers in America: Ones to Watch*, Labor and Employment Law - Management, and Litigation - Labor and Employment (2023-2025)
- » "Florida Rising Stars," *Super Lawyers* magazine (2019 - 2023)
- » *Florida Trend* magazine – "Legal Elite" (2019)
- » "Up and Coming" lawyer by *Florida Trend* magazine

## Memberships

- » The Florida Bar, Labor & Employment Law Section, Executive Council
- » Suncoast Human Resources Management Association, Pinellas County Chapter
- » The Florida Bar Labor and Employment Law's, *The Checkoff*

- » Co-Chair of the Publications Subcommittee
- » Tarpon Springs Chamber of Commerce

## News & Insights

- » August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch
- » June 26, 2023 - Sixteen Florida-Based FordHarrison Attorneys Listed as 2023 Super Lawyers and Rising Stars
- » July 12, 2022 - The New Era of Mental Health in the Workplace; the FMLA and ADA Implications

## Offices

- » *Tampa:*  
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