

## EMILY CHASE-SOSNOFF

**Partner** / Tampa

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**Emily Chase-Sosnoff focuses her legal practice on providing advice and representation to management clients in matters related to labor and employment law, including discrimination, harassment, and retaliation claims.**

Emily has represented employers in a host of employment law matters including cases involving discrimination, harassment, retaliation, disability accommodation and FMLA issues, wage and hour issues, and employment contract disputes. She has appeared before federal and state courts and administrative agencies at the federal, state, and local level, including all Florida federal courts and the U.S. EEOC, among others. In addition to her litigation experience, Emily is committed to helping her clients avoid litigation when possible by providing day-to-day guidance on maintaining positive employee relations through sound workplace policies, procedures, and trainings. Emily represents clients in a broad range of industries including education, healthcare, hospitality, manufacturing, and retail.

Prior to joining FordHarrison, Emily was an employment law associate in the Tampa office of a national general services law firm. While in law school, Emily served as a Notes and Comments Editor of the *Chicago-Kent Law Review*, and was an award-winning moot court competitor and coach.

### Representative Experience

- » Obtained summary judgment for a multinational media conglomerate in a federal case in Florida alleging sex and age discrimination.
- » Represented both public and private sector employers in federal and state court cases involving claims of disability discrimination and failure to accommodate.
- » Obtained summary judgment for a multinational media conglomerate in a federal case in Georgia alleging retaliation.
- » Represented a small business in a federal case involving

### EDUCATION

- » Chicago-Kent College of Law (J.D., *cum laude*, 2013)
- » University of Chicago (B.A., *with honors*, 2010)

### BAR ADMISSIONS

- » New Mexico
- » Florida

### COURT ADMISSIONS

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

allegations of sexual harassment and whistleblower retaliation.

- » Represented a collection company in a breach of contract matter relating to executive compensation and severance.
- » Drafted handbooks, state handbook supplements, and training materials for a variety of multi-state employers to ensure compliance with state-specific equal employment opportunity, wage and hour, drug testing, and leave laws.
- » Conducted trainings on sexual harassment, ADA and FMLA compliance, and diversity, equity, and inclusion (DEI) for many different workplaces.

## Honors & Awards

- » "40 Under 40," The Tampa Club (2022)
- » Best Lawyers in America: Ones to Watch - Labor and Employment Law - Management and Litigation - Labor and Employment (2021 - 2024)
- » "Florida Rising Stars," Super Lawyers magazine (2021, 2022, 2023)
- » "Southwest Rising Stars," Super Lawyers Magazine (2017, 2018)

## News & Insights

- » March 19, 2024 - "Stop Woke is Broke: Injunction Stopping Florida's Anti-Woke Law Aimed at Employer Training is Upheld by Eleventh Circuit," The Florida Bar, Labor and Employment Law Section, E-Updates
- » March 07, 2024 - Stop Woke is Broke: Injunction Stopping Florida's Anti-Woke Law Aimed at Employer Training is Upheld by Eleventh Circuit
- » 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
- » May 22, 2023 - New Florida Law Will Require Private Employers to Use E-Verify Beginning July 1, 2023

## Events

- » January 16, 2024 - New Year, New Resolutions: Is your Workplace Prepared for 2024 and Beyond? - Complimentary Webinar

- » September 13, 2023 - Impact of Recent Legislation on DEI Programs - Complimentary Webinar
- » May 13, 2022 - "Learn About CS/HB7: Individual Freedom Act and How it Will Affect Business," Tampa Bay LGBT Chamber + South Tampa Chamber
- » April 27, 2022 - Employment Law Update: 2022 and Beyond - Complimentary Webinar

## Offices

- » *Tampa:*  
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