

## IVAN R. AYALA GARCIA

**Associate** / Tampa

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### **Ivan Ayala Garcia's management clients turn to him for advice and counsel in resolving labor and employment law challenges.**

Before joining FordHarrison, Ivan gained civil litigation experience as an associate for a Florida-based insurance defense firm where he focused his practice on general and premises liability. Previously, Ivan worked as a law clerk at a plaintiff-side employment firm in Tampa, Florida, supporting the firm's attorneys in various aspects of employment law matters.

While in law school, Ivan excelled academically and graduated cum laude at the top of his class. He also served as a Teaching Assistant and was an active member of the Stetson Law Hispanic Bar Association, the Stetson Law Leadership Development Committee, and the Federal Bar Association Student Division at Stetson Law.

Originally from Ponce, Puerto Rico, Ivan is fluent in Spanish and is comfortable advising Hispanic management and staff in all aspects of employment law. He is a member of the Hillsborough County Bar Association, the Tampa Hispanic Bar Association, and the Hispanic National Bar Association. He has also devoted significant amounts of time over a 12-year period volunteering with the Steven Anthony Ayala Rivera Foundation (UNETE) in Ponce, Puerto Rico, where he assisted in the coordination of fundraising events, hospital visits, and informational pediatric cancer conferences.

### **Honors & Awards**

- » The *Best Lawyers in America: Ones to Watch*, Litigation - Labor and Employment and Labor and Employment Law - Management (2026)

### **Memberships**

- » Hillsborough County Bar Association
- » Federal Bar Association
- » Hispanic National Bar Association

### **EDUCATION**

- » Stetson University College of Law (J.D., *cum laude*, 2022)
- » University of South Florida (B.A., 2019)

### **BAR ADMISSIONS**

- » Florida

### **COURT ADMISSIONS**

- » U.S. District Court for the Middle District of Florida

### **LANGUAGES**

- » Spanish (bilingual)

- » Steven Anthony Ayala Rivera Foundation (UNETE), volunteer (July 2009-July 2017)

## News & Insights

- » July 24, 2025 - Florida's CHOICE Act Reshapes the Noncompete Landscape: What In-House Counsel Need to Know
- » October 15, 2024 - Managing Political Discussions in Florida's Private Workplaces: What Employers Need to Know

## Events

- » June 25, 2025 - Navigating Pay Transparency: A National Approach to Compliance - Complimentary Webinar

## Offices

- » *Tampa:*  
401 East Jackson Street, Suite 2500  
Tampa, Florida 33602