

## KEVIN M. SULLIVAN

**Partner** / Tampa

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**Kevin Sullivan's legal practice is focused entirely on the representation of public and private sector clients in labor and employment matters.**

Kevin has extensive experience litigating employment-related claims in federal and state courts, including cases involving discrimination, harassment, retaliation, wage and hour disputes, FMLA, whistleblower claims, non-compete agreements, and contract disputes. Kevin also advises clients on ADA compliance and accommodations and handles labor arbitrations and administrative proceedings, including responding to charges of discrimination.

Before joining the firm, Kevin practiced at a Tampa-based general services law firm, exclusively in labor and employment law. Earlier in his career, he clerked for the Honorable Charles R. Wilson of the U.S. Court of Appeals for the Eleventh Circuit. While earning his J.D., Kevin served as Article Editor for the *Florida State Law Review*.

### Representative Experience

- » Obtained summary judgment in an FMLA retaliation and disability discrimination case for a national wireless network operator.
- » Obtained dismissal of race discrimination, hostile work environment, and retaliation claims on behalf of a national pharmacy store chain.
- » Obtained dismissal of procedural due process claims and a state-law claim to compel arbitration on behalf of a public university.
- » Obtained summary judgment on claims of breach of employment contract and fraudulent inducement for a large food distributor. Successfully defended appeal of summary judgment.
- » Successfully obtained reversal on appeal of the denial of a claim for punitive damages on behalf of a national transportation and logistics company in a case against

### EDUCATION

- » Florida State University  
College of Law (J.D., *magna cum laude*, 2017)
- » Vanderbilt University (B.A., 2011)

### BAR ADMISSIONS

- » Florida

### COURT ADMISSIONS

- » U.S. Court of Appeals for the Eleventh Circuit
- » 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

former employees involving claims of breach of duty of loyalty and tortious interference.

- » Successfully represented clients before the EEOC and state and local human rights commissions in multiple charges of discrimination, harassment, and retaliation.

## Honors & Awards

- » The Florida Bar
- » Hillsborough County Bar Association

## News & Insights

- » April 22, 2025 - Kevin M. Sullivan Joins FordHarrison's Tampa Office As Partner

## Events

- » July 01, 2025 - Storm-Ready Workforce: Best Practices for Employers to Manage Employees Before, During, and After a Natural Disaster (2025) - Complimentary Webinar

## Offices

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