

VIKTORYIA JOHNSON

Partner / Tampa

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Viktoryia Johnson concentrates her practice on employment litigation, representing management in claims involving workplace discrimination, harassment, and retaliation; whistleblower complaints; leave law violations; and wage and hour violations, among others.

Viktoryia represents companies in employment disputes under state and federal laws, including Title VII of the Civil Rights Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the Florida Civil Rights Act, the Florida Public- and Private-Sector Whistleblower's Acts, and the Fair Labor Standards Act. Viktoryia practices in state and federal courts, and represents employers before administrative agencies. During her career with FordHarrison, Viktoryia has obtained countless no-reasonable cause determinations in connection with charges of discrimination from administrative agencies, and successfully defended local and multi-national corporate clients in trial courts and on appeal.

Viktoryia graduated from law school in the top 4% of her class, earning a magna cum laude degree. While in law school, Viktoryia successfully completed the Honors Program; served as an Articles & Symposia Editor and, later, the Executive Editor of the Stetson Law Review; and was the President of the student Labor & Employment Law Association. Viktoryia's law school awards include The Florida Bar Labor & Employment Law Section Dean W. Gary Vause Award.

Viktoryia was born and raised in Minsk, Belarus, and speaks Russian as her native language. To view Viktoryia's bio in Russian, [click here](#).

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

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)

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

- » "Ones to Watch," *Best Lawyers in America*
- » "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
- » July 02, 2020 - Two FordHarrison Attorneys Named 2020

'Florida Legal Elite' and 'Up & Comer' by Florida Trend Magazine

- » April 2020 - "SCOTUS Confirms Section 1981 Requires Proof of "but for" Cause of Injury," The Checkoff, The Florida Bar, Labor and Employment Law Section

Offices

- » *Tampa:*
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