

SHANNON L. KELLY

Partner / Orlando

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Shannon Kelly's legal practice centers on the counsel of employers in all aspects of the employment relationship including compliance with federal and state employment laws.

Shannon regularly provides preventative advice on employment decisions, employee benefits, policy development and revision, internal and agency audits, and harassment and discrimination investigations. When litigation is unavoidable, Shannon draws on her significant experience litigating claims under various federal and state employment laws including Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Employee Retirement Income Security Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the Florida Civil Rights Act, Chapter 760 F.S., the Fair Labor Standards Act, and other state and federal statutes.

Prior to practicing law, Shannon received her B.A. in Art History from Florida State University and then pursued a Masters in Arts and Cultural Management at the Pratt Institute in New York City. During this time, Shannon worked in public relations and branding for artists and an educational software company. Her interests subsequently led her to law school, and she graduated from the University of Florida Levin College of Law.

Shannon is active with local arts organizations and lives in Maitland with her husband Chris and their two children.

Representative Experience

- » Obtained summary judgment on behalf of public sector employer in Section 1981 and Title VII race discrimination claim. Judgment was upheld by the U.S. Court of Appeals for the Eleventh Circuit.
- » Represented a hospital in disability discrimination lawsuit under the ADA. Obtained judgment in favor of the hospital, which was upheld by the U.S. Court of Appeals for the Eleventh Circuit.

EDUCATION

- » Temple School of Law (Employee Benefits Law Certificate, estimated completion: Fall 2023)
- » University of Florida College of Law (J.D., 2005)
- » Florida State University (B.A., 1997)

BAR ADMISSIONS

- » Florida

COURT ADMISSIONS

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

- » Successfully represented an employer in Department of Labor investigation.
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request*

Honors & Awards

- » "Florida Rising Stars," *Super Lawyers* magazine (2016)
- » The Florida Bar Public Interest Fellowship (2004)

Memberships

- » Board of Directors, Crealde School of Art
- » Valencia College mentor, 2013-2015
- » Guardian Ad Litum, 2010-2012

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Age Discrimination
- » May 02, 2024 - What Employers Need to Know About the EEOC's New Guidance on Workplace Harassment
- » July 07, 2023 - "4 Issues To Watch As Justices Shake Up Bias Law," Law360
- » July 05, 2023 - Navigating the U.S. Supreme Court's Decision in 303 Creative LLC and its Implications on First Amendment Rights in the Workplace
- » May 22, 2023 - New Florida Law Will Require Private Employers to Use E-Verify Beginning July 1, 2023

Events

- » May 23, 2024 - What Employers Need to Know About the EEOC's New Guidance on Workplace Harassment - Complimentary Webinar
- » July 27, 2023 - FordHarrison Pay Equity Series | PART I - Survey of Pay Equity Laws: Are You in Compliance?

Offices

- » *Orlando:*
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