

STEVEN D. REARDON

Counsel / Miami

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Steven Reardon devotes his entire legal practice to the representation of management in labor and employment law matters.

Steven routinely advises employers in issues involving Title VII, ADEA, ADA, FCRA, EPA, ERISA, FLSA, OSHA, FMLA, and all related harassment and retaliation claims. He also has extensive experience conducting workplace investigations and responding to EEOC Charges of Discrimination. To help employers reduce their legal risks, Steven counsels clients on the development, communication, and implementation of sound employment law policies.

Prior to joining FordHarrison, Steven was an associate at a labor and employment law firm with offices throughout Florida. Earlier in his career, Steven served as a law clerk for the Honorable Carlos E. Mendoza of the United States District Court for the Middle District of Florida. In law school, Steven earned Order of the Coif, and served as Senior Member & Outstanding Subciter for the *Florida State University Law Review* and Senior Member of the *Journal of Transnational Law & Policy*.

Representative Experience

- » Served as co-counsel where summary judgment was obtained in favor of police department in gender discrimination, disability discrimination, retaliation, and Rehabilitation Act action.
- » Successfully defended sheriff's office against pregnancy discrimination, disability discrimination, and retaliation claims.
- » Obtained successful dismissal of Equal Pay Act and race, gender, and national origin discrimination claims against national airline service provider.

Honors & Awards

- » *The Best Lawyers in America*, Labor and Employment Law - Management, and Litigation - Labor and Employment (2023-

EDUCATION

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

2025)

Memberships

- » The Florida Bar Association, Labor and Employment Section

News & Insights

- » October 11, 2023 - "An Employer's Guide to EEOC Draft Harassment Guidance," Law360
- » August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch

Offices

- » *Miami:*
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