

ELIZABETH M. RODRIGUEZ

Partner / Miami

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An accomplished trial lawyer, Elizabeth Rodriguez has represented clients across a broad range of industries in jury and non-jury trials, arbitrations, mediations and other dispute-resolution settings.

In particular, she has extensive experience in employment law cases, having defended over 400 employment and civil rights lawsuits to conclusion. Elizabeth has also handled more than 100 appeals in state and federal courts and even appeared before the United States Supreme Court.

Elizabeth has represented employers in the entire spectrum of employment-related litigation, appeals, and administrative proceedings, both individual and class-wide. She litigates employment matters in state and federal courts in areas such as employment discrimination (Title VII, the ADEA, FMLA, and the ADA), sexual harassment, wrongful discharge, retaliation, whistleblower, federal and state wage and hour laws (both single plaintiff and collective actions), and restrictive covenant agreements including trade secret and non-compete provisions.

Elizabeth has also handled individual plaintiff and class action disability discrimination cases with a broad range of accessibility issues under Title III of the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the Fair Housing Act (FHA) involving architectural barriers, websites, points of sale devices, ATMs, service animals, and effective communication. She has successfully negotiated very favorable settlements for her clients.

Working with multinational and global companies, Elizabeth provides strategic advice and counseling on the unique employment law issues they face, including the impact of U.S. employment and labor laws on foreign employers. She has handled international employee transfers and expatriate assignments, and regularly advises foreign companies that do business in the U.S. on the requirements of U.S. workplace law.

Representative Experience

EDUCATION

- » University of Miami School of Law (J.D., 1989)
- » University of Miami (B.S., 1985)

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. District Court for the Northern District of Florida
- » U.S. Court of Appeals for the Eleventh Circuit
- » U.S. Supreme Court

FIRM LEADERSHIP

- » Miami Office Managing Partner
- » Management Group
- » Diversity Advisory Board

LANGUAGES

- » Spanish (fluent) - French (basic proficiency)

- » Obtained defense verdict in pregnancy discrimination case
- » Obtained summary judgment in favor of trucking company on Motor Carrier Exemption
- » Obtained dismissal of age and discrimination claims against burger franchisee
- » Obtained dismissal of FLSA retaliation claim against national restaurant
- » Obtained dismissal of local company in tortious inference claim at trial court and successfully defended dismissal on appeal
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request.*

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » "2017 Women in the Law" by *Best Lawyers* magazine
- » *The Best Lawyers in America* - Litigation - Labor and Employment
- » "Florida Legal Elite" by *Florida Trend* magazine (the top 1.8% of all lawyers practicing in Florida)
- » "Florida Super Lawyers" by *Super Lawyers* magazine (2007, 2021, 2022, 2023)

Memberships

- » The Florida Bar
- » Dade County Bar Association
- » Defense Research Institute
- » Florida Association of Women Lawyers
- » Cuban American Bar Association
- » American Bar Association
- » Hispanic National Bar Association
- » American Bar Association
- » Federal Bar Association
- » Greater Miami Chamber of Commerce
- » Litigation Counsel of America

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

Offices

- » *Miami:*
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