



## Jo Bennett Partner

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Office: Philadelphia, PA

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Jo Bennett, co-chair of the Labor and Employment Practices Group, advises employers in all aspects of labor and employment law, including compliance and strategies for avoiding litigation. She represents organizations in administrative and court proceedings involving state and federal anti-discrimination statutes, wage-and-hour disputes, restrictive covenants, the National Labor Relations Act, and compliance audits. Her clients span a range of industries, including manufacturing, financial and insurance services, life sciences, and higher education.

In her counseling and consulting practice, Ms. Bennett is a sounding board and advisor to Chief Human Resources Officers in devising strategic and functional initiatives. She also works with small businesses that lack in-house Human Resources expertise to provide steady, cost-conscious and practical advice in solving workplace issues.

Ms. Bennett also advises companies on equal employment opportunity/affirmative action obligations under federal and state laws and regulations. In this role, Ms. Bennett advises companies on HR best practices in recruiting, interviewing and hiring procedures; compensation practices; development of policies and procedures; and discrimination testing. She assists clients in the preparation, management, and defense of affirmative action programs and represents clients in U.S. Department of Labor/OFCCP compliance audits.

## Representative Matters

- Served as lead counsel for a Fortune 10 company in wage-and-hour collective and class action litigation, resulting in a court order vastly reducing the size of the collective and a stipulation dismissing the class allegations.
- As lead trial counsel, obtained directed verdict for public school system on reasonable accommodation claim under Americans With Disabilities Act and termination claim under Family and Medical Leave Act.
- As lead trial counsel, obtained defense verdict for public school system on ADA retaliation claim.
- Served as lead trial counsel for a national franchise owner-operator in Title VII gender harassment case, resulting in successful post-trial motion granting judgment in favor of defendant.
- Obtained summary judgment in religious discrimination case for nonprofit human services provider.
- Served as lead counsel for regional transportation authority in a series of wage-and-hour collective actions.
- Obtained defense verdict for regional transportation authority in lawsuit alleging race discrimination and retaliation.
- As lead trial counsel, obtained a jury verdict in a plaintiff-friendly jurisdiction for a public school system on a complex claim involving labor and employment, breach of contract, and promissory estoppel issues.

## Community and Pro Bono

- Arcadia University - Board of Trustees, 2007-2016; Executive Committee, 2012-2016; Audit Committee, 2010-2016; Governance Committee, 2013-2016
- American Association for Affirmative Action, Board of Directors, 2009-2012

## Education

- Temple University Beasley School of Law, J.D., *cum laude*
- Western Kentucky University, B.A., *summa cum laude*

## Bar Admissions

- Pennsylvania
- New Jersey

## Court Admissions

- U.S. Court of Appeals for the Third and Fourth Circuits
- U.S. District Court for the Eastern, Middle, and Western Districts of Pennsylvania
- U.S. District Court for the District of New Jersey

## Professional Affiliations

- American Bar Association
- Pennsylvania Bar Association
- Philadelphia Bar Association
- Forum of Executive Women
- Liberty Industry Liaison Group

## Other Distinctions

- Recognized among "Local Litigation Stars" and "Labor & Employment Stars- Northeast" for Pennsylvania in *Benchmark Litigation*, 2019-2021\*
- Listed in *The Best Lawyers of America* for Employment Law - Management, 2018-2022; and Litigation - Labor and Employment, 2020-2022\*
- Recognition by the National Diversity Council as a Most Powerful & Influential Woman, 2016\*
- President's Award for Leadership & Service, 2016, American Association for Access, Equity, and Diversity
- President's Award for Leadership & Service, 2012, American Association for Affirmative Action

*\*No aspect of this advertisement has been approved by the Supreme Court of New Jersey. Further information on methodologies is available via these links.*

## Practices

- Labor and Employment Counseling
- Labor and Employment Practices
- Litigation