



## Jonathan B. Orleans

Member

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Mr. Orleans is Co-chair of the firm's Colleges, Universities and Independent Schools practice, and also leads the Private Sector Labor and Employment section within the Labor, Employment, Employee Benefits, and School Law Department. He has more than 30 years of experience as a litigator and counselor in a broad range of employment, commercial, and civil rights matters. Since 2009, he has focused a significant part of his practice on Title IX matters, including the investigation of sexual misconduct and sexual harassment complaints, the development of institutional policies, and Title IX compliance in university athletics programs. Mr. Orleans has litigated numerous cases arising under Title IX, Title VII, the Connecticut Fair Employment Practices Act, and other antidiscrimination laws, and has represented individuals, businesses, and institutions in hundreds of investigations of discrimination and harassment allegations. He offers anti-harassment training to business clients, and he has been a regular speaker to the Connecticut Conference of Independent Colleges on a variety of topics related to Title IX and employment law. Mr. Orleans is recognized by *Chambers USA*, a leading lawyer-ranking publication, for his labor and employment law experience, based on strong recommendations from the marketplace. Mr. Orleans was named by *The Best Lawyers in America* as the Employment Law – Management “Lawyer of the Year” in the Stamford, CT region in 2015, 2017, and 2019.

Mr. Orleans recently completed a two-year term as Co-chair of the Connecticut Bar Association's Federal Practice Section. He currently chairs the Local Civil Rules Advisory Committee of the U.S. District Court for the District of Connecticut. He previously served on the Grievance Committee of the District Court, and on the Connecticut Judicial Branch Civil Commission.

## Practice Areas

Litigation; Labor, Employment Law and Employee Benefits; Labor and Employment Counseling, Training and Litigation; Education Law

## Experience

- Defense of a Connecticut municipality accused of discriminating against white male employees in its promotional practices

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**BRIDGEPORT**  
203.330.2000

**HARTFORD**  
860.424.4300

**SPRINGFIELD**  
413.314.6160

**STAMFORD**  
203.324.5000

**WATERBURY**  
203.573.9700

**WESTPORT**  
203.254.5000

**WHITE PLAINS**  
914.705.5355

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- Defense of a putative class action under New York law pertaining to wages and hours (resolved by settlement)
- Investigated sexual misconduct complaints (student-on-student, faculty-on-student, and faculty-on-faculty) on behalf of private universities
- Successfully defended, in trial and on appeal, a marketing firm charged with unfair trade practices and misappropriation of trade secrets in its hiring of a competitor's employee
- Advised a university concerning Title IX compliance in its athletics program
- Defense of employers in federal and state Department of Labor wage/hour investigations
- Defense of numerous businesses, from manufacturers to physicians and other professionals, against claims of employment discrimination before the Connecticut Commission on Human Rights and Opportunities, the Equal Employment Opportunity Commission, and in state and federal courts
- Represented a physician group against claims of, *inter alia*, unfair competition, brought by their former employer
- Representation of companies and executives in negotiating employment agreements, restrictive covenants, and separation agreements
- Represented a high-technology manufacturer in the enforcement of a non-competition and non-solicitation agreement against a former employee
- Obtained an injunction under the Fair Housing Act in favor of a nonprofit organization denied permission by municipal authorities to establish a residence for homeless persons with HIV/AIDS
- Obtained an injunction under the Fair Housing Act requiring a municipality to treat a "sober house" as a family use for zoning purposes

## Bar and Court Admissions

Connecticut

New York

U.S. District Court, District of Connecticut

U.S. District Court, Southern District of New York

U.S. Court of Appeals for the Second Circuit

U.S. Supreme Court

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### Clerkships

Clerked for the Honorable M. Joseph Blumenfeld, Senior U.S. District Judge, in Hartford, CT

### Education

New York University School of Law, J.D., *cum laude*, 1984

Princeton University, Woodrow Wilson School of Public Affairs, M.P.A., 1984

Hampshire College, B.A., 1977

### Publications

Colleges as Courtrooms? How Administrators Can Adjust to New Title IX Regs  
*New England Journal of Higher Education*, 07.20.2020

Fluctuating Workweeks Can Affect Overtime Pay  
*Connecticut Law Tribune*, 10.19.2012

Oral Advocacy in Connecticut's Courts  
*Connecticut Lawyer*, 02.2011

Key Terms in Today's Employment Agreements  
*Negotiating and Drafting Employment Agreements*, Aspatore Books, 2010

Knowing Your Policy is the Best Policy  
*The Connecticut Law Tribune*, 07.28.2009

### Alerts and Newsletters

Are You a Hospital or Health Care System with No Poach Agreements?  
03.25.2021

Competitor "No Poach Agreements" Can Lead to Criminal Prosecutions, Fines and Jail Time  
01.12.2021

Recent Changes to CDC Guidance May Allow Employers to Safely Return Employees Exposed to COVID-19 to Work in Fewer Than 14 Days  
12.14.2020

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Governor Lamont Extends Executive Orders through November 9, 2020  
09.14.2020

Governor Lamont Declares Continuing State of Emergency, Extends Executive Emergency Powers Through February 9, 2021  
09.04.2020

One Size Doesn't Fit All: New EEOC Guidance Cautions Employers to Take an Individualized Approach in Returning 'At-Risk' Employees to Work in the Wake of COVID-19  
05.27.2020

Broker Beware: As Volatile Market Customer Arbitrations Spike, Who is Looking Out for Your BrokerCheck® Reporting Record?  
05.26.2020

### Professional Affiliations

American Bar Association - Litigation Section; Labor and Employment Section

Connecticut Bar Association - Federal Practice Section (Executive Committee); Litigation Section; Labor and Employment Section; Antitrust and Trade Regulation Section (Executive Committee)

Connecticut Bar Foundation - Life Fellow

U.S. District Court for the District of Connecticut - chair, Local Civil Rules Advisory Committee

### Community Involvement

American Civil Liberties Union of Connecticut - board of directors, legal advisor

Bridgeport Public Education Fund - chairman

### Honors & Recognitions

Named a Moffly Media Top Lawyer in Fairfield County, 2021 - Labor and Employment

Listed in *The Best Lawyers in America* in the areas of litigation - labor and employment and employment law - management since 2019

Recipient of the *Connecticut Law Tribune's* Professional Excellence Award, for his outstanding service to the legal profession during his career

Named Stamford "Lawyer of the Year" in the Employment Law - Management category in 2012, 2015, 2017 and 2019 by *The Best Lawyers in America*

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Named Stamford "Lawyer of the Year" in the Litigation - Labor and Employment category in 2014 and 2018 by *The Best Lawyers in America*

Selected to the Connecticut *Super Lawyers* list annually since 2006 in the areas of employment & labor and business litigation

Listed in *Chambers USA America's Leading Lawyers to Businesses* in the area of labor and employment

Received the highest peer review rating by Martindale-Hubbell (AV Preeminent)

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\*For more about the standards for inclusion in Best Lawyers in America, please see [www.bestlawyers.com/news/news.aspx?event\\_id=47](http://www.bestlawyers.com/news/news.aspx?event_id=47).

\*For more about the standards for inclusion in Chambers USA, please see <http://www.chambersandpartners.com/>

\*\*For more about the standards for inclusion in Connecticut Super Lawyers, please see [www.superlawyers.com/connecticut/selection\\_details.html](http://www.superlawyers.com/connecticut/selection_details.html).