



Jonathan B. Orleans

Member

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Businesses large and small seek Jonathan B. Orleans' thoughtful, practical advice and effective advocacy in employment matters. Jon chairs the firm's Labor & Employment Law practice, and has 35 years of experience representing businesses, nonprofits, and individuals in disputes arising out of employment contracts and restrictive covenants, and in cases arising under federal and state anti-discrimination and wage/hour statutes. Jon advises his clients on compliance with laws and regulations and in the development and application of personnel policies. He negotiates and prepares employment contracts and separation agreements. He offers anti-harassment and other training programs to clients of the firm.

Jon also advises colleges, universities and independent schools concerning both employment-related matters and compliance with Title IX and other statutes regulating campus sexual misconduct and intercollegiate athletics. Jon investigates campus discrimination and harassment complaints, and defends schools in litigation arising out of such matters. He co-chairs the firm's Colleges, Universities and Independent Schools practice.

Jon believes strongly in the wisdom of resolving disputes by negotiation and compromise when possible, and welcomes opportunities to serve as a mediator in employment and Title IX matters. He has also served as an arbitrator in employment cases.

Jon's service to the bar and the community has included: chairing the Local Civil Rules Advisory Committee of the U.S. District Court for the District of Connecticut; serving on the Federal Grievance Committee; co-chairing the Federal Practice Section of the Connecticut Bar Association; chairing Board of Directors of the Bridgeport Public Education Fund, membership on the Board of Directors of the Connecticut Fair Housing Center, and serving as Legal Advisor to the American Civil Liberties Union of Connecticut. In 2011-12, Jon taught Civil Procedure as an adjunct professor at the University of Connecticut School of Law.

Practice Areas

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

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Jonathan B. Orleans

Experience

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

Jonathan B. Orleans

U.S. Supreme Court

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

Don't Just Leave Leave Alone: Whether You Have 1 Employee or 100, Private Employers Must Act Quickly to Comply with Changes to Connecticut's Family and Medical Leave Law
01.14.2022

CDC Modifies Guidance on Isolation and Quarantine
12.28.2021

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Dealing with Religious Objections to Mandatory COVID-19 Vaccination Requirements: The EEOC Issues
Clarifying Technical Assistance for Employers
10.26.2021

A Critical Warning to Federal Contractors and Subcontractors with Unvaccinated Employees: Time is Running
Out to Comply with President Biden's Vaccination Mandate
10.21.2021

Manufacturing Updates - Fall 2021
09.27.2021

COBRA Update: Final COBRA Subsidy Termination Notices Now Due
09.14.2021

Summer 2021 - Inclusion Insights
08.12.2021

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 area of employment & labor law and selected in the area of business litigation for multiple years since 2007. Also named on the "Top 50: 2021 *Connecticut Super Lawyers*" list.

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)

*For more about the standards for inclusion in Best Lawyers in America, please see 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.