



**nilan
johnson
lewis PA**

Discrimination Defense

Nilan Johnson Lewis has an established track record of successfully defending individual and class-based employment discrimination demands, charges, and lawsuits for both big and small employers in many industries, including in the retail, insurance, financial services, health care, and logistics sectors. Our experience includes defense of private and government agency actions from the charge stage, to trial or arbitration, and through appeal. Our substantive expertise includes defense of discrimination and retaliation claims under numerous anti-discrimination laws, including Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Equal Pay Act, the Genetic Information Nondiscrimination Act, the Pregnancy Discrimination Act, and the Uniformed Services Employment and Reemployment Rights Act, as well as their state-law corollaries.

Overview of our expertise

Labor and Employment

Affirmative Action Plans and
OFCCP Compliance

EEOC Class Investigation and
Litigation Defense

Discrimination Defense

Trials and Arbitrations

FLSA/Wage-and-Hour Defense

Executive Agreements and
Severance

Labor Management Relations

Leave of Absence and Disability
Advice/Defense

Non-Compete and Trade Secret
Litigation

Pre-Hire Testing and
Background Check
Advice/Defense

Preventive Employment
Counseling

Reductions in Force

Whistleblower/False Claims Act
Defense

Workplace Investigations

Industry Focus: Health Care

Industry Focus: Retail

Industry Focus: Tech Startups