

Lauren C. Robertson

Associate

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Focus Areas

Leaves of Absence and Disability Accommodation
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Wage and Hour

Overview

Lauren Robertson is a skilled employment law attorney dedicated to representing employers in disputes before administrative agencies, state and federal courts, and arbitral forums. With a proven track record of success, Lauren has secured significant victories for her clients, achieving summary judgment in several high-stakes cases involving:

- Discrimination, harassment, and retaliation claims under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, and the Florida Civil Rights Act
- Associational disability discrimination claim under the Americans with Disabilities Act
- Interference and retaliation claims under the Family and Medical Leave Act
- Unpaid overtime wages and exemption claims brought under the Fair Labor Standards Act
- Retaliation claims under the Florida Private Whistleblower Act

Lauren's strategic and proactive approach to litigation is at the core of her practice, distinguishing her as a trusted advisor for employers facing complex legal challenges. Lauren excels at leveraging discovery to build compelling defenses, utilizing innovative techniques to uncover crucial evidence that strengthens her clients' positions. Her meticulous preparation has led to impressive outcomes, including multiple walkaways during litigation, with her clients incurring zero financial liability to plaintiffs. These successes, alongside summary judgment awards, not only protect her clients from drawn-out legal battles but also preserve their reputations and safeguard their operational integrity.

By fostering open communication and collaboration with her clients, Lauren ensures they are fully informed and engaged throughout the legal process. She believes that an informed client is better equipped to make strategic decisions,

ultimately leading to successful outcomes. This collaborative approach fosters strong, trusting relationships with her clients, instilling a sense of security as they tackle legal complexities together.

In addition to her litigation experience, Lauren provides advice on day-to-day employment issues, with a primary emphasis on leave and accommodation matters. Lauren guides employers through the intricacies of compliance with the Americans with Disabilities Act and other relevant laws, helping them implement effective accommodation strategies that promote inclusivity while minimizing legal risks.

With her clear guidance and unwavering support, Lauren helps organizations not only resolve immediate concerns but also build resilient frameworks for sustainable success in their employment practices. More than just an attorney, Lauren is a strategic partner committed to driving her clients' success in an ever-evolving legal environment.

Professional and Community Affiliations

- Member, Orange County Bar Association
- Member, Federal Bar Association

Education

J.D., Florida A&M University College of Law, 2020, *magna cum laude*

B.S., Birmingham-Southern College, 2016

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Northern District of Florida

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

The Benefits and Challenges to Employers of Continuing (or Beginning) to Highlight Diversity, Equity and Inclusion Values in 2023 and Beyond

ACC North Florida Newsletter

April 25, 2023

Workforce strategies amid loud layoffs, quiet hiring and economic uncertainty

South Florida Business Journal

April 7, 2023

Goodbye Quiet Quitting, Hello Loud Layoffs

ACC North Florida Newsletter

January 10, 2023

It's Almost Election Time – Navigating the Minefield of Politics at Work

ACC Tampa Bay

October 28, 2022

EEOC Updated Guidance Limits Permissible Workplace COVID-19 Practices

ACC North Florida

October 3, 2022

EEOC Updated Guidance Limits Permissible Workplace COVID-19 Practices

ACC South Florida

September 27, 2022

Return to Office and Adjusting to Post Pandemic Employment

ACC North Florida

June 30, 2022

Turn Down the Radio: How Florida's Stop WOKE Act Silences EEO & DE&I Efforts

ACC Tampa Bay Newsletter

May 20, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Day 2: Application of Florida's Vaccine Mandate Law

Littler ASAP

November 19, 2021

New Florida Law Governs Employer Vaccine Mandates

Littler ASAP

November 18, 2021

Speaking Engagements

Are You Ready for the June 18th PWFA Rule?

May 21, 2024

Think Before You Speak: Navigating Employee Leave Scenarios

February 26, 2024

2023 Florida Regional Employer Conference

Miami, FL

October 12, 2023

From Loud Layoffs to Quiet Hiring: What Employers Need to Know in 2023

March 10, 2023

Help Wanted: Navigating Post-Pandemic Remote and Hybrid Work Arrangements and Florida's Stop WOKE Act Challenges

ACC Tampa Bay

June 16, 2022

Proceed With Caution: Florida's Stop WOKE Act Limits Topics In Discrimination And Harassment Trainings

May 13, 2022

Florida Friday Series - Turning the "Great Resignation" Into the "Great Retention"

Miami, FL

January 28, 2022