



LORI A. W. SMITH

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Lori Smith focuses her practice on advising employers and management on compliance with federal, state and local employment laws. She is a member of the firm's litigation department and has over 25 years' experience representing employers in both state and federal court. Lori's practice involves assisting clients through wage and hour investigations, harassment and discrimination claims, and drafting employment policies, handbooks and contracts. Her clients include large corporations with human resource departments as well as small individually owned companies.

Lori also has extensive experience in Title III of the Americans with Disabilities Act, representing restaurants, hotels, private schools, and other places of public accommodation against claims for discrimination. She also has a boutique practice advising private schools throughout the State on issues including enrollment contracts, student disciplinary issues, and disability accommodation compliance. Lori also speaks to students and parents statewide with her popular presentation "The Top Ten Mistakes Teens Make on Social Media", educating students how to be smart online and avoid the biggest mistakes that can negatively impact their future. She is also a frequent lecturer with the Florida Council of Independent Schools (FCIS) which accredits private schools throughout the State of Florida.

Lori also has a busy practice providing personalized, on-site workplace training for employers on preventing and responding to harassment/discrimination in the workplace, supervisor training, and training on how to avoid the most common legal claims.

Practice Areas:

Labor & Employment

Commercial Litigation

Education:

J.D. University of Florida | B.S Florida State University