



LORI A. W. SMITH

Of Counsel

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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 shareholder in the firm's litigation department and has over 20 years of experience representing employers in both state and federal court. Lori's practice involves assisting clients through wage and hour investigations, harassment claims, and drafting employment contracts. Her clients include large corporations with human resource departments as well as small individually owned companies.

Lori has extensive experience in defending employers in claims for sexual harassment, and discrimination claims based on age, race, disability, or ethnicity. She has also defended claims for retaliation, unpaid wages, and failure to pay overtime. Lori's trial experience also includes successfully defending Central Florida companies against claims under Title III of the ADA for discrimination in public accommodations such as restaurants, hotels, and even private schools. She has represented clients before government agencies including the Equal Employment Opportunities Commission, the Florida Department of Business and Professional Regulation, and the National Labor Relations Board.

Lori is a frequent speaker on employment issues to groups throughout Central Florida on preventing and handling employment claims. She is also a frequent lecturer on issues affecting private schools and child care facilities.

Practice Areas:

Litigation

Labor & Employment

Education:

J.D. University of Florida

B.S. Florida State University