

Stephanie K. Rawitt

Member

Stephanie K. Rawitt provides legal services and advice on employment matters to a variety of clients including hospitals, medical practices, retirement communities, assisted living facilities, home healthcare companies, public entities, nonprofit organizations, private businesses, colleges, universities, and corporations. She works specifically with human resources departments to create, manage, and maintain the most current employment policies and procedures, ensuring that companies are in compliance with ever-changing federal, state, and local laws.

Stephanie counsels employers on issues concerning statutory compliance with employment laws, such as the ADA, Title VII, the ADEA, FLSA, FMLA, Form I-9 compliance, and state wage laws. As part of her advisory service, Stephanie offers training programs on a full range of employment matters, as well as assistance to personnel management on a variety of workplace issues.

Stephanie counsels employers through workplace investigations in both a state and federal capacity for various administrative agencies, such as the EEOC and PHRC. Stephanie also has significant experience in handling employment-related liability matters, including wage and hour claims, wrongful termination, grievance claims, discrimination, sexual harassment, federal civil rights claims, federal and state statutory claims (Title VII, FMLA, ADA, ADEA, FLSA, PHRA), and related tort claims.

Stephanie is Martindale-Hubbell Law Firm Directory "AV-Preeminent®" rated, has been recognized as a 2011 Top Women Lawyer in the Northeast by Arrive Magazine, and currently serves on Clark Hill Philadelphia BOLD, the firm's strategy to promote women within the firm, the legal profession, and the business community.

Publications

- The Legal Intelligencer, "Employment Law Issues Continue Forward Motion in 2019," December 2019.
- Law360, "Pa.'s Top Employment Law Developments In 2018," December 2018.
- The Legal Intelligencer, "2018: The Year of the Dog...Or is It the Year of the Employer," January 2018.
- The Legal Intelligencer/Pennsylvania Law Weekly, "New Year, New President - How Will Employers Be Affected?" January 17, 2017.
- The Legal Intelligencer/Pennsylvania Law Weekly, "New Year, New Laws for Employers to Consider," January 26, 2016.
- Law.com, "'Employeeification' of a Sharing Economy? Uber Ruling Highlights Independent Contractor Classification Debate," June 2015.
- Law.com, "Telecommuting is Recognized as an ADA Reasonable Accommodation," April 2014.
- Clark Hill E-Alert, "Mandatory Paid Sick Leave in Philadelphia," February 2015.
- Law.com, "Legislating Workplace Bullying," March 2014.
- Clark Hill E-Alert, "Stirring the Pot: Workplace Drug Policy Implementation in the Era of Legalized Medicinal and Recreational Marijuana," January 2014.
- Clark Hill E-Alert, "'Old Time Religion' Takes Center Stage in The Workplace – Religious Discrimination Claims on The Rise," November 2013.
- The Legal Intelligencer, "Protecting Against Negligent Hiring," May 31, 2000.
- Counterpoint, "State Immune from Age Discrimination in Employment Act (ADEA) Claims," April 2000.
- PDI News, "No Jury Trial for Plaintiffs Under PHRA," March 2000.
- Counterpoint, "U.S. Supreme Court's Kumho Ruling Applies Daubert to Non-Scientific Evidence," July 1999.

Presentations

- Presenter, "An Employer's Response to the Families First Coronavirus Act and CARES Act," Pennsylvania Bar Institute, April 7, 2020.
- Co-Presenter, "COVID-19: Updated Guidance on Families First Coronavirus Response Act and CARES Act Debrief," Clark Hill, March 31, 2020.
- Co-Presenter, "Families First Coronavirus Response Act: Everything Employers Need to Know About the New Emergency FMLA and Paid Sick Leave Law," Clark Hill, March 23, 2020.
- Co-Presenter, "Performance and Termination Decisions Under the FMLA and ADA: Avoiding Retaliation Claims and Litigation When Disciplining or Discharging Employees on Protected Leave," Strafford, March 18, 2020.



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Education

J.D., Northeastern University School of Law, Roxbury, Boston, Massachusetts

B.A., cum laude, Syracuse University, Syracuse, New York

State Bar Licenses

Pennsylvania

Court Admissions

U.S. District Ct., E.D. of Pennsylvania

U.S. Court of Appeals, 3rd Circuit

- Presenter, "Cybersecurity Attacks in the World of Employment," Pennsylvania Bar Institute, April 2018.
- Presenter, "Cybersecurity & Employment - Protecting Your Business From the Inside," Chester County SHRM - Leadership & More Summit, April 2018.
- Moderator, "Hi, I am from the Department of Labor and I Would Like to See Your Pay Records," PBI Employment Law Institute, April 2017.
- Presenter, "Hot Topics in Labor and Employment Law," Delaware Valley Labor and Employment Law Conference, April 2017.
- Presenter, "Wage and Hour Issues in 2017," Delaware Valley Labor and Employment Law Conference, April 2017.
- Presenter, "Don't Pull That Credit Report So Fast – The New Pitfalls of Employee Background Checks," Delaware Valley Labor and Employment Law Conference, April 2017.
- Presenter, "Spring Cleaning: Is Your Company in Compliance?" Clark Hill Webinar, March 2017.
- Presenter, "Employee Background Checks," Clark Hill In-House Counsel Webinar, January 2017.
- Presenter, "Making 'Cents' of Wage & Hour Laws," PBI Annual Employment Law Institute, April 2016.
- Presenter, "Hot Topics in Labor & Employment Law," "Wage & Hour Update," "Will My Employee Ever Work Full Time and at Full Capacity Again?" Delaware Valley Labor & Employment Law Conference, April 2016.
- Panelist, "Working Off-The-Clock: Minimizing Wage and Hour Exposure from Digital Devices and Working at Home," Clark Hill Webinar, March 2016.
- Presenter, "Employment Law in the Staffing World," Clark Hill Webinar, October 27, 2015 and November 3, 2015.
- Presenter, "Background Checks: Who, What, Where, When, Why, and How," Clark Hill Webinar, August 2015.
- Presenter, "Hot Labor & Employment Law Topics for 2015," The Legal Intelligencer In-House Counsel CLE Program, June 2015.
- Presenter, "Am I Properly Classifying My Employees?" Pennsylvania Bar Institute Employment Law Institute, April 2015.
- Presenter, "Hot Topics in Labor & Employment Law," Clark Hill Employment Law Conference, April 2015.
- Presenter, "An Ounce of Prevention: How to Stay Out of Employment Lawsuits," Pittsburgh Employment Law Conference, October 2014.
- Presenter, "The Three R's of Post-Employment - Releases, Restrictive Covenants, and Reference Requests," Pittsburgh Employment Law Conference, October 2014.
- Moderator, "Workplace Harassment Training" to Restaurant Franchise," September 2014.
- Presenter, "A View Through the Looking Glass: Key Issues in Federal and State Wage-and-Hour Laws," Pennsylvania Bar Institute Employment Law Institute, April 2014.
- Presenter, "Amendments to the Pennsylvania Rules of Professional Conduct," The Legal Intelligencer In-House Counsel CLE Program, March 2014.
- Presenter, "Hot Labor & Employment Topics for Human Resources in 2014," Clark Hill Employment Law Conference, March 2014.
- Presenter, "ADA/FMLA Compliance: Traps for the Unwary," Clark Hill/ Thorp Reed Employment Law Conference, October 2013.
- Presenter, "EEOC Update and The Health Information Technology," Economic and Clinical Health (HITECH) Act, September 2013.

Practices, Industries & Services

Labor & Employment

Areas of Emphasis

Employee Handbooks/Personnel Policy Manuals
 Employment Counseling
 Employment Litigation
 Employment Training/Seminars
 Employment at Will/Contracts
 Equal Employment Opportunity Law
 Wage & Hour Matters

Memberships

- Pennsylvania Bar Association

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- Philadelphia Bar Association

Honors

- Recognized as a 2011 Top Woman Lawyer in the Northeast by Arrive Magazine

Presentations

- WEBINAR: Spring Cleaning: Is Your Company in Compliance?
- WEBINAR: Working-Off-The-Clock: Minimizing Wage and Hour Exposure from Digital Devices and Working at Home
- Tackling the Overlap Between the FMLA, ADA, and WC
- WEBINAR: Updated Guidance on Families First Coronavirus Response Act and CARES Act Debrief
- WEBINAR: "Families First Coronavirus Response Act"
- WEBINAR: Employee Background Checks
- Webinar: Employment Law in the Staffing World (Part 2)
- Webinar: Employment Law in the Staffing World (Part 1)
- Webinar: Background Checks: Who, What, Where, When, Why, and How
- An Ounce of Prevention: How to Stay Out of Employment Lawsuits
- The Three R's of Post-Employment - Releases, Restrictive Covenants, and Reference Requests
- Amendments to the Pennsylvania Rules of Professional Conduct - Legal Intelligencer In-House Counsel CLE, March 18, 2014
- Hot Topics in Labor & Employment Law
- Dealing with Common Problems Under the ADA and FMLA
- Equal Employment Opportunity Commission's Strategic Plan and Compliance Targets for 2015