



Principal, Hartford

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Beverly W. Garofalo is a principal in the Hartford, Connecticut, office of Jackson Lewis P.C. She has substantial experience representing employers in court and before administrative agencies.

Beverly regularly counsels employers on a wide range of employment issues, including sexual harassment; discrimination; accommodating disabled employees; family and medical leave laws; wage and hour laws; hiring, disciplining and terminating employees; downsizing and reductions-in-force; independent contractor, employment, non-competition and confidentiality agreements; mergers and acquisitions; and outsourcing. In 2012, she prevailed in a federal court jury trial in a case involving claims of pregnancy discrimination.

Beverly speaks and writes extensively on current labor and employment law issues. She also conducts management training on all topics including harassment prevention, workplace privacy, effective management, and equal employment opportunity law.

Following graduation from law school, Beverly was a law clerk to the Hon. Chief Justice Ellen Ash Peters of the Connecticut Supreme Court.

Honors and Recognitions

- *Connecticut Law Tribune*, "Professional Excellence - Lifetime Achievement" (2020)
- *The Best Lawyers in America*®, "Lawyer of the Year: Employment Law - Management" (2021)
- *The Best Lawyers in America*®, "Employment Law - Management" and "Labor Law - Management" (2011-present)
- *Chambers USA*, "Labor & Employment" (2008-present)
- *Connecticut Super Lawyers*®, "Super Lawyers" (2006-present)
- *Legal 500 USA*, "Recommended Attorney" (2019-2021)
- *Martindale-Hubbell*®, "Distinguished® - Peer Rated for High Professional Achievement" (2001-present)
- *Super Lawyers*®, "Top 25: Women Connecticut" (2009)
- *Super Lawyers*®, "Top 50: Connecticut" (2010-2014, 2017)
- *Super Lawyers*®, "Top 50: Women New England" (2010)

Published Works

- "Striking a Blow Against Identity Theft," *Connecticut Law Tribute* (October 2008)
- "Employee Reassignment Under the ADA," *The Corporate Counselor* 22.12 (May 2008) [Author]
- "Is Your General Release Enforceable?" *The Corporate Counselor* 20.5 (October 2005) [Author]
- "Downsizing in the New Economy - Issues to Consider to Avoid a Layoff Backlash," *The Corporate Counselor* (February 2001) [Co-Author]

Practices

- National Compliance and Multi-State Solutions
- Healthcare
- Higher Education
- Employment Litigation
- Private Equity
- Workplace Training
- Financial Services

Education

- University of Connecticut School of Law, J.D. 1991
- Colorado College, B.A. 1985

Admitted to Practice

- 4th Circuit Court of Appeals 2006
- Connecticut - D. Conn. 1992
- New York - S.D. N.Y. 2006
- Connecticut 1991

