



Principal, Jacksonville

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Lindsay Dennis Swiger is a principal in the Jacksonville, Florida, office of Jackson Lewis P.C. Focused on representing management in workplace law, human resources professionals and management teams turn to Lindsay for advice and counsel on all aspects of the employment relationship. She partners with employers to foster employee engagement and develop practical solutions to the ever-evolving workplace challenges, including:

## Practices

- Financial Services
- National Compliance and Multi-State Solutions
- Corporate Governance and Investigations
- Employment Litigation
- Workplace Training
- Labor Relations
- Healthcare

- Accommodations, leaves of absence, and diversity, equity, and inclusion initiatives
- Preparation of employment contracts, employee handbooks and separation agreements
- Reductions in force
- Comprehensive internal audits of pay practices and employee classification under the Fair Labor Standards Act (FLSA)
- Workplace safety

## Education

- Temple University Beasley School of Law, J.D. 2007
- Florida State University, B.A. 2002

Lindsay defends employers before federal and state courts and administrative agencies in claims involving:

- Discrimination, harassment and retaliation laws at the local, state and federal levels
- Minimum wage and overtime statutes, including collective and class actions
- Executive employment agreements
- Noncompetition agreements
- Trade secret and unfair competition laws
- Whistleblower laws
- The Family and Medical Leave Act (FMLA)

## Admitted to Practice

- 11th Circuit Court of Appeals 2022
- Florida - M.D. Fla. 2007
- Florida - N.D. Fla. 2008
- Florida - S.D. Fla. 2012
- Florida 2007

Lindsay provides training and guidance on sexual harassment, discrimination and retaliation prevention, employee discipline and termination, and performance evaluations.

Clients turn to Lindsay for assistance in avoiding employment litigation through proper navigation of the growing number of laws and regulations that impact the workplace.

## Honors and Recognitions

- *Jacksonville Business Journal*, "40 Under 40" (2017)
- *Super Lawyers®*, "Rising Stars" (2013-2017)

## Published Works

- "Recent DOJ Trends and Effective Whistleblower Programs" North Florida Chapter of the ACC (Second Quarter 2024) [Co-Author]
- "Perfecting the Art of Defending Discrimination Claims Presented on a "Convincing Mosaic" Canvas" North Florida Chapter of the ACC (Second Quarter 2024) [Co-Author]
- "State and Federal Trends Narrowing Enforceability of Employee Restrictive

Covenants, Nondisclosure Agreements," HR Florida State Council (November 3, 2022) [Co-Author]

- "Greater Diversity & Inclusion in Executive Leadership Can Contribute to Fewer EPLI Claims," NAPEO (January 1, 2022) [Co-Author]
- "COVID Vaccines And The Workplace; 'I Alone Can Fix It'; Screen Time; Bob White," WJCT News (July 29, 2021) [Quote]
- "3/26/19: Rethinking Cities; Moveable Feast; LGBT Employment; Down Syndrome Association," WJCT News (March 26, 2019) [Quote]
- "New OSHA Rule Requires Employers to Update Postings and Policies," *Association of Corporate Counsel North Florida Chapter* (Third Quarter 2016) [Author]
- "Allowance For ADA Opens Door To More Litigation," *Daily Business Review* (February 20, 2014) [Co-Author]
- *Model Policies and Forms for Florida Employers* (Florida Chamber of Commerce January 2012) [Co-Author]
- "Beware of Politics in the Workplace," *Jacksonville Business Journal* (October 2010) [Quote]
- "Nanotechnology: Unique Science Requires Unique Solutions," *25 Temple Journal of Science, Technology and Environmental Law* (Spring 2006) [Author]

## Speeches

- "2018 Employment Issues Facing the Hospitality Industry," HFTP Club and Hotel Controllers Conference (Houston, TX June 19, 2018) (presenter)
- "Prohibiting Discrimination, Harassment and Retaliation in the Workplace," Society for Human Resource Management (SHRM) Jacksonville Supervisor Training (Jacksonville, FL September 2017) (presenter)
- "The NLRB's Assault on Your Employee Handbook," First Coast Manufacturers Association Workshop (Jacksonville, FL January 25, 2017) (presenter)
- "Prohibiting Discrimination, Harassment and Retaliation in the Workplace," Society for Human Resource Management (SHRM) Jacksonville Supervisor Training (Jacksonville, FL September 2016) (presenter)