



## CAROLINE S. SCALA

Partner

Irvine

949.798.2190

949.851.0152

### Service Focus

- Employment Discrimination and Harassment
- Litigation and Trials

## OVERVIEW

Caroline is a partner in the Irvine office. She has defended hundreds of employment cases including employee claims of harassment, retaliation, disability, wrongful termination, and wage and hour. Caroline is an aggressive litigator and has obtained favorable settlements, rulings and trial verdicts for her clients. Recent successes include obtaining complete summary judgment in a disability discrimination case and successfully defending against two employees' bids to seize nearly \$800,000 in unpaid wages.

Caroline also helps employers minimize risk and provides advice on employee terminations, accommodations, and discipline, among other employment-related matters. Caroline also drafts and reviews company policies and provides employee and supervisor training on a variety of topics.

Caroline attended law school on a full merit scholarship. During law school, Caroline served as an Articles Editor for the *Chapman Law Review* and judicial extern to the Honorable William F. Rylaarsdam of the California Court of Appeal. Caroline was

also a member of the Mock Trial Honor Board, where she obtained a perfect score as defense counsel in the ABA National Criminal Justice Trial Advocacy Competition in Chicago.

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## Recent Experience

- Obtained complete summary judgment in heavily contested disability discrimination and harassment matter in Los Angeles Superior Court.
  - Obtained walk-away in contentious disability discrimination matter.
  - Successfully defended a cannabis company against two former sales representative's bids to seize nearly \$800,000 in alleged unpaid commissions and bonus payments.
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## Credentials

### Education

- Chapman University School of Law, J.D., 2012
- University of California, San Diego, B.A., 2008

### Bar Admissions

- California

### Court Admissions

- U.S. District Court for the Central District of California
- U.S. District Court for the Northern District of California

### Languages

- French
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## Recognitions

- *Orange County Business Journal* Leaders of Influence: Women in Law (2024-2025)
- *Super Lawyers Rising Star* (2018-2022)

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## Affiliations

### Community Activities

- Caroline served as attorney coach for the Fountain Valley High School Mock Trial team from 2014-2021.

## INSIGHTS

**News**

**Aug 28, 2025**

Fisher Phillips Attorneys Recognized in the Orange County Business Journal's 2025 Leaders of Influence: Women in Law

**Event**

**Dec 10, 2024**

Fisher Phillips 2025 California Legislative & Case Law Update: Irvine

**News**

**Aug 26, 2024**

Fisher Phillips Attorneys Recognized in the Orange County Business Journal's "2024 Leaders of Influence: Women in Law"

**Event**

**Tuesday, March 21, 2023 – Wednesday, March 22, 2023**

California Anti-Harassment Virtual Trainings Option 2

**Event**

**Jan 25, 2023**

Fisher Phillips 2023 California Legislative and Case Law Update

6 Things Employers Need to Know Before Offering Cryptocurrency in 401(k)s