Fisher Phillips

JASON K. ROBERTS

Of Counsel

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Service Focus

- **Counseling and Advice**
- **Employee Defection and Trade Secrets**
- **Litigation and Trials**

Industry Focus

- **Education**
- **Financial Services**
- **Higher Education**

OVERVIEW

Jason Roberts advises and represents companies on matters including employee discipline and termination, protecting confidential information, restrictive covenants, and allegations of discrimination and harassment. In his higher education work, Jason has represented colleges and universities in a wide array of institutional settings, including large state affiliated universities, historically black colleges and universities (HBCU), and small liberal arts colleges on issues including student discipline and Title IX compliance. He also has experience representing financial services institutions in employment litigation and restrictive covenant matters in many jurisdictions throughout the country.

Jason routinely handles cases in state and federal courts and before the Financial Industry Regulatory Authority's arbitration arm, FINRA Dispute Resolution. He also drafts and counsels employers on employment handbooks, policies and procedures;

and conducts workplace investigations involving claims such as sexual harassment and employee misconduct.

Before joining Fisher Phillips, Jason practiced at a regional employment law boutique and a national employment law firm, where he maintained a national practice in a wide range of employment disputes. He served as lead trial counsel in numerous matters, defended race and gender discrimination cases, and assisted in defending class action lawsuits involving wage and hour claims.

Deeply committed to giving back to his community, Jason has served on the Board of Advisors for Widener Law School's Legal Education Institute, participated in expungement clinics to assist Philadelphia residents, and served as a Big Brother for Big Brothers Big Sisters of Delaware. He is a member of the Barrister's Association of Philadelphia, an affiliate of the National Bar Association.

Recent Experience

- Obtained full defense award against former employee who asserted claims of disability discrimination in arbitration. Confidential Arbitration, Philadelphia, PA (2023)

- Obtained dismissal of former employee's FMLA interference and retaliation claims in Federal Court. *Hernandez v. Temple University Hospital, Inc.* No. 17-4381, E.D.Pa. (2019)

- Obtained dismissal of former employee/doctor's race and national origin discrimination, retaliation, hostile work environment defamation and contract claims in federal court. Summary Judgment, as well as all post-trial motions, affirmed on appeal. *Mandalapu v. Temple University Hospital* No. 19-2854, 3d Cir. (March 5, 2020) *Mandalapu v. Temple University Hospital* 786 F. App'x 348 (3d Cir. 2019) *Mandalapu v. Temple University Hospital* No. 15-5977, E.D. Pa. (2018)

- Obtained jury verdict for the defense in former employee's Title VII and FMLA trial in federal court. Jury verdict and court's pre-trial dismissal of claims affirmed on appeal. *Betz v. Temple University Health Systems, Inc.* No. 16-1423, 3d Cir. (2016) *Betz v. Temple University Health Systems, Inc.* No. 15-00727, E.D.Pa. (2016)

- Successfully defended former employee's breach of contract and unjust enrichment claims relating to incentive compensation plans in arbitration. Confidential Arbitration, Houston, TX (2014)

- Obtained dismissal of plaintiff's affirmative claims in commercial contract litigation in federal court. *It' All Wireless, Inc. t/a Pro Mobile Gear v. Woot, Inc., (Amazon.com subsidiary)*, Civil Action No. 10-6704, E.D.Pa. (2014)

- Successfully defended former employee's $2.5 million defamation claim in arbitration. Confidential Arbitration, Baltimore, MD (2012)

- Obtained injunctive relief and Order of Attachment in Aid of Arbitration to recover funds fraudulently obtained by former employee in connection with his recruitment to client. Successfully garnished and obtained award, including attorney's fees. Confidential Arbitration, New York, NY (2011)

- Obtained dismissal of race and national origin discrimination claims in federal court. *Xin Xin Li v. Merrill Lynch, et al.* Civil Action No. 09-3622, N.D.Cal. (2009)

Credentials

Education

- George Washington University Law School, J.D., 2006

- Brandeis University, B.A., 2003

Bar Admissions

- New Jersey

- New York

- Pennsylvania

Court Admissions

- U.S. Supreme Court

- U.S. Court of Appeals for the Third Circuit

- U.S. District Court for the Eastern District of Pennsylvania

- U.S. District Court for the Middle District of Pennsylvania

- U.S. District Court for the District of New Jersey

- U.S. District Court for the Southern District of New York

- U.S. District Court for the Eastern District of New York

Recognitions

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- National Bar Association "Top 40 Under 40" Nation's Best Advocates (2017-2018)

- *Super Lawyers Rising Star*, Employment Litigation Defense (2016-2020)

Affiliations

Professional Activities

- Member, National Bar Association

- Board of Advisors, Widener Law School Legal Education Institute

- Member/Mentor, Minority Corporate Counsel Association (MCCA)

- Member, African American Chamber of Commerce

- Member, Defense Research Institute

- Delaware and Philadelphia Barrister's Associations

- American Bar Association (Labor & Employment Law Section)

Community Activities

- Mentor, Big Brothers Big Sisters of Delaware

- Speaker, Brief Writing, Youth in Government, Delaware YMCA

INSIGHTS

News	Dec 23, 2024

Philadelphia Attorney Reflects on His Experience as a Student-Athlete

Event	Dec 5, 2024

Rising Together: The Corporation's Role in Building Belonging

Event	Jun 5, 2024

2024 Diversity Internship Program Reception

Insights	Aug 31, 2023

Foul on the Play: 6 Takeaways for Employers as NY Knicks Sue Toronto Raptors for Trade Secret Misappropriation

News	Feb 28, 2022

Law360 Features Philadelphia Growth, Recent Of Counsel Hire

News	Feb 23, 2022

Fisher Phillips Welcomes Jason Roberts in Growing Philadelphia Office