Scott Fanning

Associate

Chicago

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Service Focus

- Employment Discrimination and Harassment
- Immigration

Overview

Scott Fanning is an associate in the firm’s Chicago office. He represents management in all aspects of labor and employment law. The majority of Scott’s practice is before federal and state courts and alternative dispute forums throughout the United States.

He is experienced in handling claims brought before the EEOC, local administrative agencies, and lawsuits arising under the Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Fair Labor Standards Act (FLSA), Title VII of the Civil Rights Act, and the Illinois Human Rights Act. He has tried numerous cases to verdict before juries and has argued multiple cases in the federal appellate courts.

Scott advises clients with respect to a variety of employment matters, including employee handbooks and policies, severance agreements, and other employee contracts.

Scott also provides a full range of employment based immigration services, including Labor Certifications (PERM), H-1B Visa Petitions, J-1 Visa Waivers, L intra-company transfers, compliance counseling, and audit responses.

Credentials

Education
• J.D., 2007, with honors, Illinois Institute of Technology, Chicago-Kent College of Law
• B.A., 2004, University of Illinois

Bar Admissions
• Illinois

Court Admissions
• Illinois Supreme Court
• U.S. Court of Appeals for the Seventh Circuit
• U.S. District Court for the Central District of Illinois
• U.S. District Court for the Northern District of Illinois
• U.S. District Court for the Northern District of Indiana

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