

## **Scott Fanning**

### ***Associate***

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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

## ***Recognitions***

Illinois Super Lawyers - Rising Star (2019)

## ***Insights***

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NEWS

02/06/24

### **Chicago Attorney Discusses Importance of Complying with Foreign Language Posting Requirements**

Scott Fanning

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INSIGHTS

12/05/23

### **SCOTUS Leaves Businesses Hanging: Your 4-Step Plan to Avoid ADA Accommodation “Tester” Cases**

Scott Fanning, Steve A. Miller

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INSIGHTS

11/03/23

### **Workplace Law Update: 10 Essential Items on Your November To-Do List**

Alba V. Aviles, Steven M. Bernstein, J. Randall Coffey, Patrick J. Collopy, Tami Essis Culkar, Theresa D’Andrea, Benjamin M. Ebbink, Scott Fanning, Chantell C. Foley, Edward F. Harold, Ralph Hua, Wendy Hughes, Jang Hyuk Im, David S. Jones, Jennifer S. Kiesewetter, Joshua Klein, Alexandra LaCombe, Richard R. Meneghello, Steve A. Miller, Joshua D. Nadreau, Lisa Nagele-Piazza, Ashton M. Riley, Shanon R. Stevenson, David J. Walton, Sarah Wieselthier, Spencer W. Waldron

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INSIGHTS

10/06/23

## 4 Supreme Court Cases Employers Should Be Tracking as New Term Kicks Off

J. Randall Coffey, Scott Fanning, Edward F. Harold, Ralph Hua, Steve A. Miller

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PODCASTS

05/31/23

### Podcast – The Fair Labor Standards Act: Administrative White Collar Exemption

J. Hagood Tighe, Joel W. Rice, Scott Fanning

[Read more →](#)

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EVENT

05/10/23

### Wage and Hour Wednesday – The Fair Labor Standards Act: Administrative White Collar Exemption

Joel W. Rice, Scott Fanning

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INSIGHTS

03/31/23

### Top Workplace Law Stories You May Have Missed from March 2023

William E. Altman, Christopher Alvarez, Nicholas G. Anhold, Christina Anton, Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Ted Boehm, Suzanne K. Bogdan, Kathleen McLeod Caminiti, Melissa (Osipoff) Camire, Jennifer B. Carroll, Patrick J. Collopy, Benjamin M. Ebbink, Scott Fanning, James C. Fessenden, Jeffrey A. Fritz, Stephen R. Gee, Jason A. Geller, Leora Ghadoushi, Darcey M. Groden, Linda J. Gulledge, Rebecca Hause-Schultz, Marty Heller, Usama Kahf, Courtney Leyes, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Steve A. Miller, Danielle Hultenius Moore, Brett P. Owens, John M. Polson, Abby Harrington Putzulu, Alden J. Parker, Kristin L. Smith, J. Hagood Tighe, A. Kevin Troutman, Danielle S. Urban, Travis Vance, Spencer W. Waldron, Alexander A. Wheatley, Kristin R.B. White, Sheila M. Abron

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INSIGHTS

03/30/23

### SCOTUS Will Hear Case About ADA Accommodation “Tester” Who Sued Business She Never Planned to Visit

Scott Fanning, Steve A. Miller

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INSIGHTS

11/08/22

### The Top 14 Workplace Law Stories from October 2022

Alba V. Aviles, Steven M. Bernstein, Dennis C. Cuneo, Patrick M. Dalin, Scott Fanning, Alyssa Graf, Jason A. Geller, Alexa Greenbaum, Edward F. Harold, Nicole Kamm, Ariella Kupetz, Aymara Ledezma, Todd A. Lyon, Eleanor F. Miller, Hannah Sweiss, A. Kevin Troutman, Jeremy F. Wood

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## What Employers Need to Know About EEOC's New Mandatory Workplace Poster

Scott Fanning

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