



Ilanit Fischler

Partner

Fort Lauderdale

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Email



Service Focus

- Employment Discrimination and Harassment
- Counseling and Advice
- Wage and Hour
- Employee Leaves and Accommodations
- Litigation and Trials

Industry Focus

- Education
- K-12 Institutions
- Retail
- Automotive Dealership

Languages

- Spanish

Overview

Ilanit is a Partner at the firm's Fort Lauderdale office, where she brings extensive experience in employment law, representing employers on workplace matters. She defends clients against claims of unlawful discrimination, harassment, retaliation, wage and hour disputes, and contractual issues, in federal and state courts and before administrative agencies.

In addition to her litigation work, Ilanit is deeply committed to helping clients find practical solutions to workplace challenges. She advises employers across various industries on preventative strategies to mitigate employment-related risks. Her guidance includes daily counsel on HR concerns, conducting employee training programs, leading comprehensive audits, drafting and reviewing workplace policies, and preparing employment agreements.

Ilanit plays an active role in the firm's Education Law Group, where she represents independent and private schools in board governance, employee, and student matters. Additionally, she is integral to the firm's Retail and Automotive Dealership Groups, offering specialized legal support in these sectors. She is also a frequent speaker on employment law topics, sharing insights on compliance, risk management, and best practices at conferences and professional gatherings.

In the community, Ilanit currently serves as Legal Counsel and Executive Committee Member of the Greater Fort Lauderdale Chamber of Commerce and previously led the organization's Women's Council as its Chair in 2020. Ilanit is fluent in Spanish.

Recent Experience

Experience

- Prevailed on a motion for judgment on the pleadings against former employee asserting Title VII claims. Decision affirmed on appeal.
- Secured dismissal of lawsuit filed against a healthcare facility by a former employee alleging violations of the Florida Whistleblower Act.
- Prevailed on a motion to dismiss in lawsuit alleging violations of the Florida Civil Rights Act filed by former employee against a private school.
- Summary judgment granted in lawsuit filed by former employee against clothing retailer alleging malicious prosecution.
- Obtained multiple dismissals of administrative charges of discrimination through no cause determinations.

Credentials

Education

- J.D., 2013, George Washington University Law School
- B.S., 2010, summa cum laude, University of Florida

Bar Admissions

- Florida

Court Admissions

- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida

Recognitions

- *The Best Lawyers in America, Ones to Watch* (2022 - 2025)
- Florida Trend, *Notable Labor and Employment Lawyer* (2024)
- Fort Lauderdale Illustrated, *Top Lawyer in Labor and Employment Law* (October 2020, 2021 and 2022)
- South Florida Business and Wealth, *Top Up and Comer Lawyer Under Age 40* (2020)
- Florida *Super Lawyers*, Rising Star (2019 - 2023)
- Latin Builders Association, *Junior Director of the Year* (2017)

Affiliations

Professional Activities

- Legal Counsel and Executive Committee Member, Greater Fort Lauderdale Chamber of Commerce (2025)
- Board Member, Greater Fort Lauderdale Chamber of Commerce (2020-Present)
- Women's Council Chair, Greater Fort Lauderdale Chamber of Commerce (2020)
- Member, Florida Bar, Labor and Employment Division
- Member, Broward County Bar Association

Community Activities

- Leadership Fort Lauderdale, Class XXVI (2019-2020)
- Junior Director, Latin Builders Association (2015-2017)
- J-Impact Leadership Development Program, Greater Miami Jewish Federation (2016)

Insights

INSIGHTS

03/03/25

SCOTUS Ruling Expands Path for Plaintiffs to Revive Dismissed Lawsuits: What Employers Need to Know

Ilanit Fischler, Elysse V. Gorney

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INSIGHTS

02/14/25

5 Ways to Support Employees in the Sandwich Generation Managing Child and Elder Care

Ilanit Fischler, Jennifer S. Kiesewetter, Courtney Leyes

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INSIGHTS

11/19/24

Federal Judge Blocks Overtime Rule Nationwide: 5 Biggest Questions for K-12 Independent Schools

Jennifer B. Carroll, Ilanit Fischler, Megan L. Janes, Kristin L. Smith

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INSIGHTS

11/01/24

Is “Glossing” in Your Workplace Hurting Employee Engagement? 5 Ways to Curb Toxic Positivity

Ilanit Fischler, Courtney Leyes

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NEWS

09/03/24

Fisher Phillips Partners Honored Among Florida Trend's 2024 Notable Labor and Employment Lawyers

Steven M. Bernstein, Charles S. Caulkins, Ilanit Fischler, Megan L. Janes, LaKisha M. Kinsey-Sallis

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INSIGHTS

07/08/24

Florida Governor Vetoes Cybersecurity Data Breach Immunity Bill: 4 Things Businesses Can Do to Prevent Data Breach Claims

Ilanit Fischler, Usama Kahf, Brett P. Owens

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INSIGHTS

05/02/24

What K-12 Independent Schools Should Know about the New Federal Overtime Rule and 5 Steps You Can Take Now

Jennifer B. Carroll, Ilanit Fischler, Megan L. Janes

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INSIGHTS

04/11/24

Florida Passes Cybersecurity Data Breach Immunity Law: 3 Things Businesses Need to Know – and 3 Things to Do

Ilanit Fischler, Brett P. Owens

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04/02/24

New Florida Law Relaxes Work Restrictions for Older Teens: 5 Considerations for Employers

Ilanit Fischler, Elysse V. Gorney

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INSIGHTS

09/18/23

AI in Education: How Modern Schools are Navigating the AI Revolution with Administrators, Teachers, and Students

Ilanit Fischler

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