

## **Heather Zalar Steele**

### ***Partner***

Philadelphia/Pittsburgh

t: 610.230.2134

f: 610.230.2151

Email



### ***Service Focus***

- Privacy and Cyber
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials
- Wage and Hour
- Workplace Investigations

### ***Industry Focus***

- Automotive Dealership
- Energy

### ***Overview***

Heather Steele is a partner in the firm's Philadelphia and Pittsburgh offices. Heather's practice includes defending employers against employment-related claims and advising clients on personnel management and statutory compliance issues.

Heather is routinely involved in defending employers in matters in which former employees have alleged race, national origin, age, disability, gender, and other discrimination claims as well as claims against employers for sexual harassment, breach of employment contract, defamation, and wrongful termination.

Additionally, Heather assists clients in conducting trainings and investigations, as well as drafting employment agreements and implementing employee handbooks and personnel policies and procedures.

Heather also works extensively on prosecuting and defending legal claims that arise when an employee leaves his/her employer to join a competitive firm. She has worked on numerous issues in

this context, including covenants not to compete, non-solicitation covenants, non-disclosure agreements, fiduciary duty/duty of loyalty claims, tortious interference with contract, unfair competition and misappropriation of trade secrets.

Her experience in employee defection and recruitment cases includes representation of clients in at least 25 states and numerous industries, including insurance, securities brokerage, medical temporary staffing, radio, retail, and asset appraisal.

Heather has represented clients both seeking and opposing applications for injunctive relief with concomitant claims for damages.

She also counsels clients regarding employee defection and recruitment issues, and has assisted corporate clients in developing policies to protect trade secrets and proprietary information.

## ***Credentials***

### **Education**

- J.D., 2003, magna cum laude, Villanova University School of Law
- B.S., 2000, magna cum laude, Shippensburg University

### **Bar Admissions**

- New Jersey
- Pennsylvania

### **Court Admissions**

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

## ***Insights***

---

EVENT

07/23/24

### **Focus on PA: Recent Employment Trends and Updates**

Gabrielle Giombetti, Heather Zalar Steele

[Read more →](#)

---

INSIGHTS

07/15/24

### **Employer FAQs on the New and Expansive Anti-Discrimination Rules in Pennsylvania's Lehigh County**

Heather Zalar Steele, Gabrielle Giombetti

[Read more →](#)

---

EVENT

04/25/24

## Conducting Internal Workplace Investigations – Guidance and Best Practices for In-House Counsel

Heather Zalar Steele

[Read more →](#)

---

EVENT

07/26/23

## Conducting Internal Workplace Investigations – Guidance and Best Practices for In-House Counsel

Heather Zalar Steele, Gabrielle Giombetti

[Read more →](#)

---

EVENT

04/29/21

## The Invisible Workforce

Brian Balonick, Raeann Burgo, James F. Glunt, Heather Zalar Steele

[Read more →](#)

---

INSIGHTS

04/26/21

## 7 Steps to Address Privacy Concerns Arising with the Remote “Invisible Workforce”

Heather Zalar Steele

[Read more →](#)

---

EVENT

04/09/21

## Preparing for a Post COVID Workplace

Heather Zalar Steele

[Read more →](#)

---

PODCASTS

03/24/21

## The Invisible Workforce - Podcast

Brian Balonick, Raeann Burgo, James F. Glunt, Rick Grimaldi, Heather Zalar Steele

[Read more →](#)

---

NEWS

12/20/19

## Fisher Phillips Elects 17 New Partners Spanning 16 Offices Across the Country

Juan C. Araneda, Michael P. Avila, Samantha Sherwood Bononno, Christopher Conti, Melissa A. Dials, Benjamin M. Ebbink, Marty Heller, Jason D. Keck, LaKisha M. Kinsey-Sallis, Heather Zalar Steele, Colleen P. Tandy, Megan Reese U'Sellis, Ryan D. Wheeler

[Read more →](#)

---

INSIGHTS

04/01/19

## March 2019: The Top 14 Labor And Employment Law Stories

Joseph W. Ambash, Cheryl L. Behymer, Ted Boehm, Melissa A. Dials, Rosemary S. Gousman, Marty Heller, Phillips L.

McWilliams, Richard R. Meneghello, Joshua D. Nadreau, Brett P. Owens, Cheryl Pinarchick, Heather Zalar Steele, Sheila M. Abron

[Read more →](#)

[View All →](#)