



## **Robert Bowes**

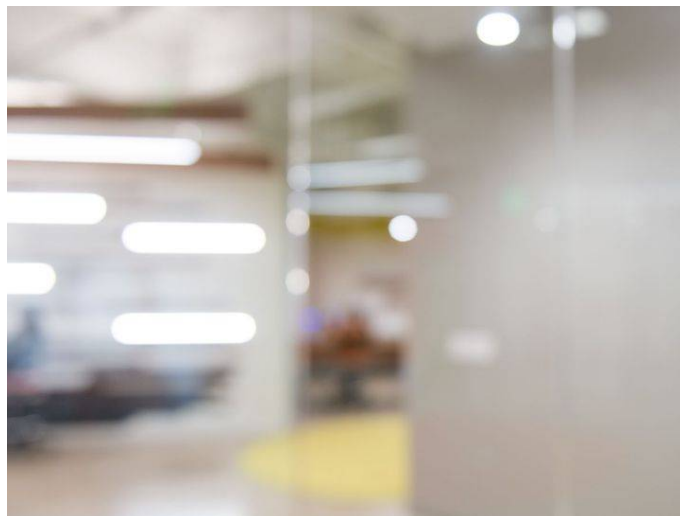
### ***Of Counsel***

Cleveland

t: 440.740.2118

f: 440.838.8805

Email



### ***Service Focus***

- Employment Discrimination and Harassment
- Counseling and Advice
- Litigation and Trials

### ***Overview***

Robert Bowes advises employers on a wide range of employment issues, including federal and state discrimination laws, wage and hour compliance and defense, and restrictive covenants (non-competition, non-solicitation). Robert also routinely designs and implements compliance programs, trains management on employment law issues, advises on personnel matters, develops employer policies, and conducts internal audits to identify potential risks. He represents businesses in various industries, including retail, manufacturing, hospitality, and healthcare, in matters involving Title VII, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), and the Family and Medical Leave Act (FMLA). Additionally, Robert defends employers in high-stakes class actions, individual plaintiff disputes, and administrative charges before various federal and state agencies. With over fifteen years of experience, Robert has a deep understanding of the ever-evolving employment law landscape.

Before joining Fisher Phillips, Robert was employment counsel at a global beauty and cosmetics company where he advised management on employment law compliance, conducted internal investigations, and developed company-wide policies and procedures.

### ***Credentials***

#### **Education**

- J.D., 2007, *cum laude*, Union University, Albany Law School

- B.A., 2004, The State University of New York at Buffalo

### **Bar Admissions**

- Ohio
- New York

### ***Affiliations***

### **Community Activities**

- Board Member, Division Commissioner, and coach for Shaker Youth Baseball League