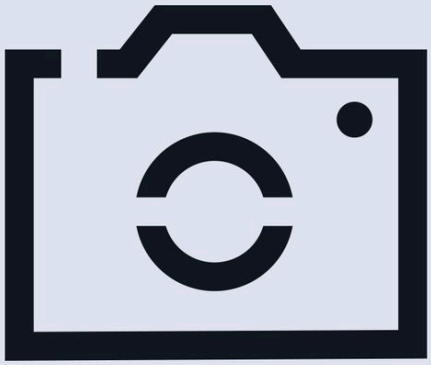


IAN COLEMAN

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Service Focus

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

OVERVIEW

With more than two decades of experience bridging the legal and human resources sides of the workplace, Ian Coleman advises employers on the full spectrum of employment law matters—from single-plaintiff disputes to complex workplace investigations. He counsels businesses and executives on employee relations, performance management, separations, and compliance with Title VII, ADA, FMLA, ADEA, and FLSA, and he negotiates resolutions to claims involving discrimination, harassment, retaliation, and wage and hour violations. Ian represents clients before courts, the EEOC, state human rights commissions, and labor departments, guiding employers toward practical outcomes that protect their operations and their people.

Ian's 12 years of corporate human resources experience gives him a vantage point few attorneys share. He has directed cross-border employment compliance,

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reductions in force, and complex investigations. He has also managed high-risk investigations, union grievances, and collective bargaining. While overseeing labor relations for a major county government, he secured a historic $25 million interest arbitration award.

Before joining Fisher Phillips, Ian was a senior associate attorney at a Seattle-based litigation firm focused on employment law. He previously served as employment counsel for a state attorney general's office, managing litigation from discovery through appellate briefing and drafting EEOC position statements. That combination of in-house, government, and HR experience lets Ian anticipate employer challenges and craft strategies aligned with each client's business goals.

Credentials

Education

- University of Mississippi School of Law, J.D., 2004
- University of Mississippi, B.A., 2001

Admissions

- Mississippi
- Washington

Affiliations

Professional Activities

- Washington State Bar Association
- King County Bar Association

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