



## Lauren Swanson

### Associate

201 East Las Olas Blvd.  
Suite 1450  
Ft. Lauderdale, FL 33301  
954-375-1177  
lswanson@hinshawlaw.com

Lauren Swanson defends employers against suits alleging wage and hour, discrimination, and retaliation claims.

In her appellate practice, Lauren handles appeals of final orders, appeals of non-final orders, and extraordinary writs.

Before joining Hinshaw, Lauren began her legal career as an appellate law clerk at the Fourth District Court of Appeal, where she prepared legal memoranda and opinions for judicial review. She also practiced law at a boutique law firm, representing clients in all areas of business, employment, and non-compete litigation before state and federal courts.

## Professional Affiliations

- The Florida Bar

## Honors & Awards

- University of Miami School of Law
  - *University of Miami Law Review*
  - Dean's List
  - Dean's Certificate of Achievement Award

## Representative Matters

- Secured summary judgment for the defendant in a Florida federal court case involving an associational discrimination claim under the ADA. The court ruled that the plaintiff was not qualified for her position because she could not meet the in-office requirement.
- Obtained a no reasonable cause determination from the Florida Commission on Human Relations in response to a former employee's claims of age discrimination and retaliation under the ADEA and FCRA. This decision also barred the former employee from pursuing the same claims in state court.
- Successfully obtained summary judgment in arbitration for a large tire store chain in a case involving discrimination, failure to accommodate, and retaliation under the ADA. The plaintiff, a former employee, alleged the tire

## Practices

Appellate  
Labor & Employment

## Education

J.D., University of Miami School of Law, 2018

B.A., University of Wisconsin – Madison, 2015

## Admissions

Florida

U.S. Court of Appeals for the Eleventh Circuit

U.S. District Court for the Middle, Northern, and Southern Districts of Florida



store discriminated against him by terminating his employment because of a disability and failing to provide reasonable accommodation. The plaintiff also alleged the tire store retaliated against him by terminating his employment after he requested an accommodation. Additionally, secured a federal court confirmation of the arbitration award in favor of the tire store despite the plaintiff's attempts to have it vacated.

- Obtained a determination of no reasonable cause from the Florida Commission on Human Relations relating to a former employee's pregnancy discrimination claims, which resulted in the former employee being barred from filing claims in state court.
- Successfully defended an appeal of nonfinal order compelling arbitration, resulting in a *per curiam* affirmance and the case being compelled to arbitration.

## Publications

- Co-Author, "The PUMP Act: How Will It Impact Florida Employers?," *Daily Business Review*, June 14, 2023
- Co-Author, "FTC's Proposed Rule Banning Noncompetes: How the Rule, If Enacted Will Impact Florida," *Daily Business Review*, February 2, 2023