

## Tanya A. Salgado

Partner

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Tanya defends businesses and non-profits in federal and state court in cases and provides guidance on a wide range of matters related to employment law, education law and commercial litigation.

### OVERVIEW

Tanya Salgado's practice includes employment law, education law and commercial litigation. For more than twenty years, she has defended businesses and non-profits in federal and state court in cases involving allegations of discrimination on the basis of age, race, national origin, disability and sex discrimination, as well as claims alleging sexual harassment, FMLA and wage and hour violations and wrongful discharge. Tanya also provides advice to human resources professionals and all levels of management regarding employment law compliance issues, including wage and hour laws, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, Title VII of the Civil Rights Act, the Pennsylvania Human Relations Act, the New Jersey Law Against Discrimination and the New Jersey Conscientious Employee Protection Act.

Clients call on Tanya to deliver tailored management training presentations on a variety of topics, such as absenteeism, documentation, equal employment opportunity issues for managers and harassment avoidance in the workplace.

Tanya provides litigation avoidance counseling to managers and human resources professionals. She regularly reviews employee handbooks and drafts policies and procedures. Tanya reviews employment applications and counsels management on hiring procedures in an increasingly regulated area of personnel management.

In the area of education law, Tanya counsels colleges and universities on personnel policies and procedures, including review of employee handbooks. She has also represented these institutions in litigation in federal courts involving employment matters. Tanya is a certified Level 2 ATIXA Civil Rights Investigator.

### PRACTICES

Higher Education  
Labor and Employment

### BAR AND COURT ADMISSIONS

Pennsylvania  
New Jersey  
U.S. Court of Appeals for the Third Circuit  
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

### EDUCATION

University of Pennsylvania School of Law, JD, 1996  
The College of William and Mary, BA, 1993

### MEMBERSHIPS

Philadelphia Bar Association



Her commercial litigation work includes contract disputes and non-compete agreement litigation.

## RECOGNITION AND INVOLVEMENT

Outside of her legal practice, Tanya is a long-time member of her church's personnel committee.

## REPRESENTATIVE MATTERS

Summary Judgment Granted in Favor of University in Sexual Discrimination, Harassment and Retaliation Case  
2.5.21

First-chaired a jury trial through to a defense verdict in an employment case in Philadelphia County Court of Common Pleas

Obtained summary judgment in a New Jersey Conscientious Employee Protection Act case on behalf of a health care facility,

Obtained summary judgment in a wrongful discharge/employee handbook case which was upheld on appeal by the New Jersey Superior Court, Appellate Division

Obtained summary judgment in a Title VII discrimination and retaliation case which was affirmed by the Third Circuit Court of Appeals

Obtained summary judgment in a FMLA retaliation case

Represented national manufacturing company in connection with a reduction in force (RIF), including review of separation agreements

Provided management training seminar to a non-profit organization in New Jersey regarding equal employment opportunity issues, with a focus on proper handling of employee sick leave and absenteeism issues

Represented management by successfully obtaining injunctive relief in mass picketing cases

## IN THE NEWS

White and Williams Announces Lawyer Promotions, Four Attorneys Promoted to Partner and One Attorney Promoted to Counsel  
For Immediate Release  
1.5.23

White and Williams Lawyers Join CIANJ's "Higher Education Forum" Steering Committee in 2020  
2.6.20

White and Williams Announces Lawyer Promotions  
Two Lawyers Elected to Partnership and Six Associates Promoted to Counsel  
1.4.18



## EVENTS

Staying Ahead In 2024 - AI's Impact on The Workplace And Tips For Managing A Multi-State Workforce Webinar Recap

March 21, 2024 | 1:00 pm - 2:00 pm EST

Virtual, 3.27.24

Staying Ahead in 2024 - AI's Impact on the Workplace and Tips for Managing a Multi-State Workforce Webinar

March 21, 2024 | 1:00 pm - 2:00 pm EST

Virtual, 3.21.24

Lehigh Valley Labor & Employment Seminar

DeSales University, 5.20.22

How Employers Should Prepare for the OSHA COVID-19 Vaccine/Testing Mandate

Webinar, 11.18.21

A Roundtable Discussion on Vaccine/Testing Mandates From the Biden Administration

Webinar, 9.29.21

White and Williams Wage and Hour Forum 2021

Webinar, 6.8.21

Lehigh Valley Labor & Employment Seminar

Webinar, 5.26.21

Vaccines in the Workplace: What Every Employer Needs to Know

CIAJ Virtual Event, 4.22.21

What Employers Should be Planning for in the Second Year of the Pandemic

Webinar, 3.31.21

COVID-19 Vaccine: The Key to Reopening the Garden State & Recovering from the Pandemic

CIAJ Webinar, 1.28.21

Mandatory or Optional?: An Employers Guide to the COVID-19 Vaccine

Webinar, 1.13.21

Tee Up for Termination: Tips for Avoiding Wrongful Discharge Claims

Webcast, 11.11.20

COVID-19 Insurance Program

Webinar, 8.11.20

Green Phase or Next Phase: Updated Guidance for Pennsylvania Employers and Employees Returning to the Workplace

Webinar, 7.15.20

Pennsylvania Return to the Workplace

Webinar, 6.11.20

Tee Up for Termination: Tips for Avoiding Wrongful Discharge Claims  
PBI Employment Law Institute 2020 (Philadelphia, PA), 4.21.20

Steps To Take to Prepare Your Workplace During COVID-19  
PBI Webinar, 3.20

Tackling the Big Issues - A Higher Ed Legal Update  
Commerce and Industry Association of New Jersey (Rutherford, NJ), 11.12.19

It's All in the Family: FMLA Requirements in Context of Maternity Leave, Paternity Leave and Pregnancy Disability  
PBI's "A Day on Employment Law" (Philadelphia, PA), 9.24.19

2019 Lehigh Valley Employment Law Seminar  
National Museum of Industrial History (Bethlehem, PA), 6.5.19

It's All in the Family: FMLA Requirements in Context of Maternity Leave, Paternity Leave and Pregnancy Disability  
PBI Employment Law Institute 2019 (Philadelphia, PA), 4.25.19

Basics of Employment Law: Employment Discrimination  
Pennsylvania Bar Institute (Philadelphia, PA), 8.28.18

Employment Law Seminar  
National Museum of Industrial History (Bethlehem, PA), 6.13.18

Welcome Aboard: Hiring Best Practices  
PBI Employment Law Institute 2018 (Philadelphia, PA), 4.27.18

Employment Law Seminar - Lehigh Valley  
Penn State - Lehigh Valley, 5.17.17

Welcome Aboard: Hiring Best Practices  
PBI Annual Employment Law Institute (Philadelphia, PA), 4.27.17

Employment Law Seminar - Philadelphia  
Philadelphia, PA, 4.12.17

Employment Law Seminar - Philadelphia  
Philadelphia, PA, 5.18.16

Getting It Right - From the Start: How to Hire Employees in Today's Economy While Avoiding Lawsuits  
PBI's 22nd Annual Employment Law Institute, 4.27.16

Employment Law Seminar  
Philadelphia, PA, 5.20.15



## PUBLICATIONS

The Supreme Court Clarifies the Adverse Action Standard under Title VII in *Muldrow v. City of St. Louis*, et al.  
*Labor and Employment Alert*, 4.24.24

Employers Need to “Weed” Their Drug Policies: Cannabis Legalized for Recreational Use in New Jersey  
*The Employment Counselor*, 6.1.21

Employment Discrimination Claims Related to Vaccination Refusal – Disability  
*Labor and Employment Alert*, 12.21.20

Employment Discrimination Claims Related to Vaccination Refusal – Religious Beliefs  
*Labor and Employment Alert*, 12.10.20

Incoming Relief: The COVID-19 Vaccine Rollout  
*Labor and Employment Alert*, 12.1.20

Department of Labor Revises Families First Coronavirus Response Act Temporary Rule  
*Labor and Employment Alert*, 9.18.20

Philadelphia Enacts COVID-19 Whistleblower Protection Ordinance  
*Labor and Employment Alert*, 7.17.20

Worker Safety Measures Ordered in Pennsylvania and Other Jurisdictions  
*Labor and Employment Alert*, 4.16.20

Coronavirus Panic Is Going Viral-Steps to Take to Protect Your Workplace  
*The Legal Intelligencer*, 3.9.20

Philadelphia Salary History Ordinance Upheld by Court of Appeals  
*Labor and Employment Alert*, 2.7.20

New Amendment to NJ Law Against Discrimination Renders Common Employment Agreement Provisions Unenforceable  
*Labor and Employment Alert*, 3.21.19

Mixed Results for Employers in Legal Challenge to Philadelphia’s Salary History Ban Ordinance  
*Labor and Employment Alert*, 5.2.18

Hostile Work Environment Claims in Today’s Workplace  
*The Temple 10-Q*, 11.15.17

Avoiding Hostile Work Environment Claims in Today’s Workplace  
*Labor and Employment Alert*, 7.25.17

US Secretary of Labor Withdraws Guidance Regarding Independent Contractors  
*Labor and Employment Alert*, 6.9.17



Uncertainty Surrounds Philadelphia's Salary History Inquiry Ban  
*Labor and Employment Alert*, 6.1.17

Philadelphia City Council Agrees to Salary History Inquiry Ban  
*Labor and Employment Alert*, 12.13.16

A Guide to Criminal Background Screening and Philadelphia's Ban the Box Ordinance  
*Labor and Employment Alert*, 9.9.16

Discipline of Employees for Conduct Outside the Workplace: Best Practices to Avoid Claims  
*Labor and Employment Alert*, 12.1.15

Discipline of Employees for Conduct Outside the Workplace: Criminal Activity  
*Labor and Employment Alert*, 11.11.15

Discipline of Employees for Conduct Outside the Workplace: Social Media  
*Labor and Employment Alert*, 11.4.15

NLRB Changes the "Joint Employment" Standard  
Browning-Ferris Industries of California, Inc. Decision is a Game-Changer for Businesses that Subcontract Labor  
*Labor and Employment Alert*, 9.9.15

Employee or Independent Contractor? New Administrator's Interpretation Issued by Department of Labor Provides Guidance  
*Labor and Employment Alert*, 7.16.15

OSHA Publishes Updated Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers  
*Labor and Employment Alert*, 4.9.15

