

## Justin O. Scott

Associate

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## Focus Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Investigations  
Litigation and Trials

## Overview

Justin O. Scott represents management in a broad range of employment law matters including discrimination, harassment, retaliation, whistleblower complaints, disability accommodation and FMLA issues, wage and hour issues, and employment contract disputes. Justin has represented clients in both state and federal courts and administrative agencies at the federal, state, and local level, including the Florida Commission on Human Relations and the Equal Employment Opportunity Commission (EEOC). He also has experience litigating disputes involving covenants not to compete.

Prior to joining Littler, Justin was an associate at a national law firm focused on labor and employment law. He began his career as an assistant public defender for the 13th Judicial Circuit, where he represented hundreds of clients in county and circuit level criminal court, including several dispositive hearings and jury trials culminating in verdicts.

While in law school, Justin served as a president of the Labor and Employment Law Association. He also completed a legal internship with the U.S. Equal Employment Opportunity Commission (EEOC) in Tampa, Florida. He was a member of Stetson University College of Law's nationally recognized trial team, where he competed in several competitions across the nation and has been recognized nationally as Best Advocate in competition.

## Professional and Community Affiliations

- General Counsel, George Edgecomb Bar Association

## Recognition

- Named, Top 40 Under 40, *The National Black Lawyers*, 2023
- Recipient, Young Lawyer Award, *George Edgecomb Bar Association*, 2023

## Education

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

## Bar Admissions

Florida

## Courts

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Northern District of Florida

## Publications & Press

### **Annual Report on EEOC Developments – Fiscal Year 2023**

*Littler Report*

May 6, 2024

## Speaking Engagements

### **Surviving the Bumper Cars: Managing and Investigating Harassment Claims**

March 7, 2023

### **Message in a Bottle: Perfecting Your Documentation to Avoid Risk Back Home**

February 16, 2022