



Jennifer Nix Capozzola

Special Counsel

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Focus Areas

Discrimination and Harassment
Investigations
Policies, Procedures and Handbooks
Staffing, Independent Contractors and Contingent Workers
Wage and Hour

Overview

Jennifer Nix Capozzola counsels and represents employers in a broad range of employment matters arising under state and federal law. Her litigation practice focuses on employment discrimination, harassment, and retaliation claims under Title VII of the Civil Rights Act of 1964, Section 1981, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and their state counterparts. Jen assists employers through investigations initiated by the Equal Employment Opportunity Commission and Pennsylvania Human Relations Commission, and litigates on their behalf before federal and state courts. Jen has represented clients in religious discrimination cases related to COVID-19 vaccination policies, and advised temporary staffing agency clients on the recent spate of state laws across the country that impact the temporary staffing industry.

Jen's background includes experience with two Philadelphia area firms, as well as firms in New Jersey and Washington, D.C. She has represented employers in litigation concerning federal and state employment law claims as well as restrictive covenants, and she has counseled clients on reductions in force, and employee terminations and discipline.

Jen is also a devoted volunteer, advocating on behalf of children and youth in the foster care system. In that capacity, Jen is a Court Appointed Special Advocate in Mercer County, New Jersey, where she is appointed by the Family Court Judge to represent the best interests of children who have experienced abuse or neglect. She is also a Child Advocate Attorney

with the Support Center for Child Advocates in Philadelphia, Pennsylvania. In that role, she represents her child clients in the Philadelphia Family Court to assure their safety and well-being.

Professional and Community Affiliations

- Member, American Bar Association
- Child Advocate Attorney, The Support Center for Child Advocates, Philadelphia, PA
- Court Appointed Special Advocate, CASA for Children of Mercer and Burlington Counties

Recognition

- Member, *The Catholic University Law Review*

Education

J.D., Catholic University of America Columbus School of Law, 1997, *magna cum laude*

B.A., Gettysburg College, 1992

Bar Admissions

Pennsylvania

New York

New Jersey

Courts

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania

U.S. District Court, District of New Jersey

Publications & Press

DOL's Final Rule on Independent Contractor Classification Likely Is Not the Final Word

The Legal Intelligencer

March 25, 2024