

## Shannon H. Paliotta

Associate

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### Practice Areas

Discrimination and Harassment  
ERISA and Benefit Plan Litigation  
Training - Compliance, Ethics, Leadership  
Policies, Procedures and Handbooks  
Wage and Hour

### Overview

Shannon Huygens Paliotta represents employers in litigation on a broad range of employment matters arising under federal and state laws, including:

- Employment discrimination
- Family and medical leave
- Harassment
- Retaliation
- Unemployment compensation
- Wrongful discharge
- Wage and hour violations
- Misappropriation of trade secrets
- Unfair competition

Working with clients that range from mom-and-pop shops and non-profit organizations to Fortune 500 companies with nationwide operations, Shannon frequently appears in state and federal courts and before the Equal Employment Opportunity Commission, and other state and local agencies governing employment law disputes.

Shannon's practice also focuses on litigation avoidance and she routinely counsels employers on regulatory compliance, discipline, termination and other best workplace practices.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Federal Bar Association
- Member, Pennsylvania Bar Association
- Member, West Virginia Bar Association
- Member, Young Lawyers and Women in the Law divisions - Allegheny County Bar Association
- Director, Pittsburgh Human Resources Association

## Education

J.D., University of Pittsburgh School of Law, 2003

B.A., University of Pittsburgh, 2000, *cum laude*

## Bar Admissions

Pennsylvania

West Virginia

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 3rd Circuit

Pennsylvania Supreme Court

West Virginia Supreme Court

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Western District of Pennsylvania

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

## Publications & Press

### August 23, 2011

Third Circuit Examines Cat's Paw Retaliation Theory

*Littler ASAP*

### September 2009

Local Ordinance Prohibits Discrimination on Basis of Sexual Orientation and Gender Identity

*Perspectives* Pittsburgh Human Resources Association

**July 9, 2009**

Local Ordinance Prohibits Discrimination on the Basis of Sexual Orientation and Gender Identity with Some Employers Exempted  
*Littler ASAP*

**September/October 2008**

Preparing For a Pandemic  
*The Pennsylvania Lawyer* Pennsylvania Bar Association

**September 1, 2008**

Preparing for a Pandemic  
*The Pennsylvania Lawyer*

**June 6, 2008**

Third Circuit Rules Title VII Protects Women Who Have an Abortion  
*Littler ASAP*

**August 28, 2007**

Balancing Employee Free Choice: Withdrawal of Union Recognition During the Life of the Contract  
*Littler ASAP*

**July 2007**

The Lessons of Ledbetter v. Goodyear Tire & Rubber Co., Inc.  
*Perspectives* Pittsburgh Human Resources Association

**March 1, 2007**

The Dangers of Overbroad Work Rules: Union-Free and Unionized Employers Beware  
*Littler ASAP*

**February 1, 2005**

No Substitutes Please: Pennsylvania Non-Lawyers Barred From Representing Employers in Unemployment Compensation Proceedings  
*Littler ASAP*

**Speaking Engagements**

**October 10, 2012**

The Employee From Hell  
Littler Mendelson, Morgantown, WV

**February 8, 2012**

The Employee from Hell  
Littler Mendelson, Pittsburgh, PA

**October 4, 2011**

Social Media in the Workplace  
Pittsburgh Human Resources Association

**April 7, 2011**

Introduction to Employment Law  
West Virginia Bar Association

**October 14, 2009**

H1N1 Flu: Preparing the Workplace for a Pandemic  
Littler Mendelson, Pittsburgh, PA

**September 27, 2007**

Human Resource Law Update  
National Business Institute

**December 5, 2006**

Family and Medical Leave Act in Pennsylvania  
Lorman Education Services

**April 27, 2006**

Advanced Topics in the Family and Medical Leave Act  
Lorman Education Services