



Tanner McCarron

Associate

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Focus Areas

Discrimination and Harassment
Litigation and Trials
Unfair Competition and Trade Secrets

Overview

Tanner McCarron practices management-side employment litigation and counseling. He litigates in state and federal court and arbitration proceedings, defending employers against claims of discrimination, retaliation, and harassment, and wage-and-hour class and collective actions.

Tanner is a member of Littler's Unfair Competition and Trade Secret practice group, where he defends and prosecutes complex claims arising from restrictive covenants, and the firm's Staffing, Independent Contractor, and Contingent Workforce practice group, where he drafts independent contractor agreements, litigates misclassification cases, and audits workforce classifications.

Tanner has litigated cases to trial and through appeal and has also successfully moved to dismiss cases before trial, including in these representative matters:

- Summary judgment in favor of a tax-technology company for national origin and race discrimination, harassment, and retaliation claims under Title VII of the Civil Rights Act of 1964, Section 1981 of the Civil Rights Act of 1866, the Philadelphia Fair Practices Ordinance, and the Pennsylvania Human Relations Act in federal court
- Summary judgment in favor of a continuing-care company for national origin discrimination claims under Title VII of the Civil Rights Act of 1964 in federal court
- Summary judgment in favor of an insurance brokerage and consulting company for disability discrimination claims under the Americans with Disabilities Act in federal court

- Summary judgment in favor of a software company for retaliation and wrongful discharge claims under California's Fair Housing and Employment Act in JAMS Arbitration proceedings

During law school, Tanner externed for the Hon. Robert B. Kugler, U.S. District Judge, District of New Jersey. He also served as senior staff on the *Villanova Law Review* and worked as a student attorney for the Villanova Farmworker Legal Aid Clinic.

Recognition

- Dean's Merit Scholar, *Villanova University Charles Widger School of Law*

Education

J.D., Villanova University School of Law, 2019

B.B.A., George Washington University, 2016, *cum laude*

Bar Admissions

Pennsylvania

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 Proposes Significant Increase in Salary Level to Remain Exempt From OT

The Legal Intelligencer

October 24, 2023

DOL Provides Enforcement Reprieve for Certain Seasonal Establishments Coping with COVID-19

Little ASAP

September 22, 2020