

Haley Norwillo

Associate

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Practice Areas

Background Checks

Overview

Haley Norwillo focuses her practice on labor and employment law matters. Haley has developed specific experience in reviewing and analyzing background screening laws, regulations, and practices for employers and consumer reporting agencies (background check companies) around the country. She provides training to in-house legal departments and human resources departments on background check processes. Additionally, Haley provides harassment and discrimination prevention training to employers of all sizes.

She previously was a judicial law clerk to the Hon. Iris Aida Santiago-Flores at the U.S. Equal Employment Opportunity Commission.

During law school, Haley was a Moot Court board member, Student Bar Association wellness coordinator, extern for the Institute to Address Commercial Sexual Exploitation, student attorney for the Clinic for Asylum, Refugee, and Emigrant Services, and served as a 1L Property Course teaching assistant. As an undergrad, Haley was an intern in the Juvenile Court Division at the Philadelphia District Attorney's Office. A NCAA Division II athlete, she received a Central Atlantic Collegiate Conference (CACC) Women's Lacrosse Top XVI Award in 2020.

Professional and Community Affiliations

- Member, Philadelphia Bar Association
- Member, National Association of Women Lawyers

Recognition

- Recipient, Dorothy Day Award for Pro Bono Service, *Villanova University School of Law*, 2023
- Recipient, Hyman-Goodman Award, *Villanova University School of Law*, 2023

- Recipient, Leonard Levin Memorial Award, *Villanova University School of Law*, 2023

Education

J.D., Villanova University School of Law, 2023, *cum laude*

B.S., Chestnut Hill College, 2020, *summa cum laude*

Bar Admissions

Pennsylvania

New Jersey

Courts

U.S. Court of Appeals, 3rd Circuit

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

FDIC Approves Final Rule to Update Its Section 19 Regulations – Insured Depository Institutions Have Until October 1, 2024 to Comply

Littler ASAP

September 6, 2024

Employers Face June 1, 2024 Deadline to Comply with Lehigh County, Pennsylvania’s New Expansive Anti-Discrimination Ordinance

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May 2, 2024

New Pennsylvania Legislation and Philadelphia Ordinance Amendment Tackle Pardoned Convictions, Expunged Records, and Negligent Hiring Liability

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January 4, 2024

The FDIC Proposes Revised Regulations Concerning Section 19 of the Federal Deposit Insurance Act to Conform to the Fair Hiring in Banking Act

Littler ASAP

November 20, 2023

Say My Name: Indiana Court Delivers a Win for Transgender Visibility

Villanova Law Review Blog

September 20, 2021

Events & Speaking Engagements

Lunch & Learn: Navigating Background Checks

Pennsylvania Homecare Association

July 23, 2024