



Justin O. Scott

Associate

111 North Orange Avenue, Suite 1750

Orlando, FL 32801

main: +1 (407) 393-2900

direct: (407) 393-2901

fax: +1 (407) 393-2929

juscott@littler.com



Practice 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 2024

Littler Report

April 28, 2025

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Events & Speaking Engagements

Buried Treasure: Using Technology to Bolster Your Case

Florida Bar Labor and Employment CLE

December 14, 2024

2024 Florida Regional Employer Conference

Orlando, FL

November 14, 2024

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