

# SHAWE ROSENTHAL LLP



## Bruce S. Harrison

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### Practice Areas

- Affirmative Action and OFCCP Compliance
- Alternative Dispute Resolution (Arbitration and Mediation)
- Discrimination, Harassment and Retaliation
- Employment, Non-Compete/Non-Solicit, Confidentiality and Severance Agreements
- Employment Litigation, including complex Class and Collective Actions
- FMLA/ADA/Workers' Compensation Leave Management
- Human Resources Advice and Counseling
- Personnel Policies, Procedures and Handbooks
- Wage and Hour Compliance and Litigation

### Honors

- Fellow, College of Labor and Employment Lawyers, 1999-present
- Chambers USA, 2017
- The Best Lawyers in America, 2001-present
- Super Lawyers, 2007- present
- Martindale-Hubbell® Peer Review Ratings™ AV5.0

### Memberships

- American Bar Association
- Maryland State Bar Association
- Baltimore City Bar Association
- Pennsylvania Bar Association
- District of Columbia Bar Association

### Education

- George Washington University School of Law, J.D., *cum laude*, 1971; L.L.M. Labor Law, 1975
- Case Western Reserve University, B.A., 1967

### Bar Admissions

- Maryland, District of Columbia and Pennsylvania
- United States District Court for the Districts of Maryland, District of Columbia and Pennsylvania
- United States Courts of Appeals for the 1st, 2nd, 3rd, 4th, 5th, 9th, 11th, and D.C. Circuits.

Shawe & Rosenthal partner, Bruce Harrison, practices all aspects of management employment law. Bruce has had experience representing employers in local, state and federal litigation in more than 25 different states, handling complex class action litigation, including nationwide suits, and defending employers with regard to high risk and/or high exposure employment discrimination charges and claims. He has been recognized as one of the top employment and labor attorneys in the country. His clients represent diverse backgrounds, including manufacturing, financial services, healthcare, and not-for-profit businesses.

Bruce's services include representation of businesses before state, local and national agencies; conducting internal reviews of sensitive and high risk claims; defense of common law, whistleblower, and other employment claims; as well as providing advice and counsel in preventive employment relations policies and practices. He has briefed and argued a number of notable employment cases in multiple state and federal district courts, as well as six federal appellate courts. Those cases include the trial and appeal defense of the American Dental Association in *Kolstad v. ADA*, resulting in a holding of the Court of Appeals for the D. C. Circuit that a higher standard applies to claims for punitive damages under the ADEA than applicable to Title VII. He also won numerous rulings on behalf of the National Railroad Passenger Corporation (*i.e.*, Amtrak), including *Allen v. Natl R.R. Passenger Corp.*, a case involving claimed sexual harassment won in federal court in the Eastern District of Pennsylvania, a ruling affirmed by the United States Court of Appeals for the Third Circuit.

Bruce has been consistently recognized by *The Best Lawyers in America* and *Super Lawyers*, was one of the original attorneys selected as a Fellow of the College of Labor and Employment Lawyers, and has been awarded the title of one of the "Nation's 100 Most Powerful Employment Attorneys" by Human Resources Executive Magazine. The 2016 edition of *Chambers USA – America's Leading Lawyers for Business* notes Bruce is "focuses on advising management on high-value contentious employment matters."

Bruce is active in the American Bar Association, having served as co-chair, Equal Employment Opportunity Sub-Committee; as well as being a member of the Tort Insurance Practice, Fair Labor Standards Legislation and Technology/Internet Committee/Sub-Committee. He is a prolific author of employment books, monographs and articles, including "Avoiding Employment Discrimination Charges," "Responding to Employment Discrimination Charges," "Employee Discipline and Discharge," all published by LexisNexis; a member of the Board of Editors: Model Jury Instructions published by the American Bar Association's Section on Litigation; author and editor of the Employment Law Deskbook; and a Contributor to Bender's Labor & Employment Bulletin, both published by LexisNexis.