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member

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services

Education
Litigation
Labor & Employment

education

J.D., University of Toledo
B.A., Miami University

admissions

Ohio
Michigan
United States Court of Appeals, Sixth

Overview

Jennifer Dawson has a broad based litigation practice and has extensive experience handling employment, commercial, and education law matters. She joined Marshall Melhorn after clerking for the Honorable Nicholas J. Walinski of the United States District Court for the Northern District of Ohio.

She has been listed in The Best Lawyers in America® for her work in the Litigation-Labor and Employment category, was selected by her peers as a Best Lawyers “Lawyer of the Year” in Toledo in the Litigation-Labor and Employment category, and has held the AV® Preeminent™ Peer Review Rating by Martindale-Hubbell® for more than 20 years reflecting the highest peer review rating for legal ability and ethical standing.

Jennifer has successfully tried many cases in state and federal courts and before administrative agencies and has successfully argued many appeals in state and federal courts, including the Ohio Supreme Court. In addition, Jennifer represents clients in arbitrations and mediations. She frequently serves as a mediator. With her foundation in federal court, and her many years litigating cases before area judges, Jennifer is often selected to serve as local counsel in a wide variety of matters including complex litigation and class actions.

Drawing on her employment litigation experience, Jennifer devotes a substantial portion of her time to advising clients on a wide range of employment issues including all types of discrimination, harassment, retaliation, FMLA, EEOC and OCRC proceedings, discipline, hiring, terminations, internal investigations, non-compete and employment contracts, employee separation agreements, employee policies and handbooks, and website accessibility matters. She works with employers to draft and implement sound employment policies and agreements, and advises clients in addressing and resolving employment

Circuit
United States Court of Appeals, Federal
Circuit
United States District Court, Northern
District of Ohio
United States District Court, Eastern
District of Michigan
United States District Court, Southern
District of Ohio
United States District Court, Western
District of Michigan

disputes in order to avoid expensive litigation.

She is a member of the American, Ohio, and Toledo Bar Associations and the Toledo Women's Bar Association. She has served on the board of trustees of the Toledo Bar Association, the Employers' Association, and the Toledo Women's Bar Association. She has also served on the executive committee of the Morrison R. Waite chapter of the American Inns of Court, is a fellow of the Ohio State Bar Foundation and the Toledo Bar Foundation, has served as a member of the University of Toledo College of Law Board of Governors, and has been a member of the board of trustees and served in leadership roles for numerous nonprofit entities

News / Events

Jennifer Dawson listed in Best Lawyers ® in America
on

School Regulation of Off-Campus Speech
on July 2021

OSHA's New Emergency Temporary Standard to Protect Healthcare Workers is Now in Effect
on June 24, 2021

Department of Labor Rescinds Independent Contractor Rule
on May 7, 2021

President Biden Announces COVID-19 Tax Credits for Small Businesses
on April 27, 2021

The Ohio Employment Law Uniformity Act goes into Effect April 15, 2021
on March 15, 2021

New from OSHA - Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace
on February 11, 2021

Employer Mandated COVID-19 Vaccination
on December 29, 2020

Marshall Melhorn Attorneys to Appear in Best Lawyers 2021 Edition
on September 2020

Independent Contractor v. Employee: DOL Proposes Controversial New Rule Under FLSA
on September 24, 2020

Ohio Governor Signs Bill Providing Broad COVID-19 Liability Protections
on September 21, 2020

Walmart Pays \$20 Million to Settle National Hiring Discrimination Case
on September 15, 2020

Department of Labor Releases Updated FAQs Covering Working Parents
on September 8, 2020

Department of Labor Releases Bulletin Reminding Employers to Monitor Teleworking Employees' Hours
on August 24, 2020

Federal Court in New York Vacates Parts of U.S. Dept. of Labor FFCRA Regulations
on August 6, 2020

NLRB Rules that profanity-laced tirades and racist or sexist comments are not protected activity under the National Labor Relations Act
on July 21, 2020

U.S. Department of Labor Releases Updated FMLA Forms
on July 23, 2020

Blogs & Alerts
on May 2021

Supreme Court Expands Title VII
on July 10, 2020

COVID-19 Preparedness and Response Plan
on June 30, 2020

EEOC Issues New COVID-19 Guidance; Employers May NOT require COVID-19 Antibody Testing of Employees
on June 23, 2020

How the Supreme Court's Bostock Ruling on LGBT Employment Discrimination Affects Schools
on June 18, 2020

Supreme Court Rules that Title VII Prohibits Discrimination based on Sexual Orientation, Gender Identity, and Gender Expression
on June 16, 2020

Ohio Governor Issues Executive Order Expanding Unemployment Compensation
on June 16, 2020

EEOC Updates its COVID-19 Guidance to Employers
on April 28, 2020

OSHA Issues COVID-19- Related Guidance for Employers
on April 24, 2020

Important Workers' Comp Decision by the Ohio Supreme Court
on April 21, 2020

DOL / IRS Guidance on Implementation of the Families First Coronavirus Response Act
on March 26, 2020

U.S. Department of Labor announces April 1, 2020 effective date for the Families First Coronavirus Response Act (FFCRA)
on March 26, 2020

Coronavirus Response - Families First Coronavirus Response Act
on March 24, 2020

U.S. House of Representatives Passes COVID-19 Legislation
on March 16, 2020

School District Preparedness for the Spread of the Coronavirus Disease 2019

on March 2020

NLRB Issues Final Rule on Joint Employer Standard
on February 2020

NLRB Continues to Overrule Obama-Era Decisions
on February 2020

Recent NLRB decisions have wide-ranging impact on employer personnel policies and day-to-day employment practices.
on January 2020

Department of Labor's New Overtime Rule
on December 2019

Labor & Employment Update
on January 2019

Fair Credit Reporting Act Compliance Update
on September 2018

Ohio's New Data Protection Act Creates Safe Harbor for Data Breaches
on August 2018

U.S. Supreme Court rules that mandatory "agency fees" charged to public sector employees who are not union members violate the First Amendment
on June 2018

Settlements of Sexual Harassment or Sexual Abuse Claims are no Longer Considered Tax-Deductible Business or Trade Expenses
on February 1, 2018

Labor & Employment Update
on December, 2017

6th District Court of Appeals Enforces 180-Day Limitations Period Contained in Employment Application
on August, 2017

Seventh Circuit Holds That Title VII Prohibits Discrimination Based On Sexual Orientation
on April 2017

Ohio Passes New Concealed Carry Law Affecting Employers
on March 2017

U.S. Supreme Court Unanimously Establishes Educational Benefit Standard Under The IDEA
on March 2017

Ohio Passes New Concealed Carry Law Affecting Employers and School Districts
on March 2017

U.S. Supreme Court Rules for Student In IDEA Exhaustion of Remedies Action
on February 2017

New York School District Ordered to Pay the Private School Tuition of a Bullied Student
on January 2017

EEOC Obtains Consent Decree Requiring Employer to Create And Maintain Records of Race And Gender of Applicants

on January 17, 2017

Federal Court of Appeals Holds Ohio Employer Liable For FMLA Violations

on January 2017

What is the status of the Department of Labor's New Overtime Exemption Rule?

on December 2016

Texas Federal Court grants nationwide preliminary injunction against new FLSA overtime regulations

on November 2016

Ohio Court Grants Injunction in Transgender Lawsuit

on June 30, 2016

Ohio Supreme Court Rules that Sunshine Law Applies to Exchange of e-mails Among School Board Members

on May 2016

ODE Releases Guidance for School Districts Serving Students With Disabilities In Community Corrections Facilities And Juvenile Detention Centers

on February 2016

Representative Matters

- Obtained defense verdicts and summary judgement and affirmance on appeal numerous times for clients in federal and state discrimination, retaliation, harassment, FMLA, Title VII, ADEA, wrongful discharge, and ADA cases.
- Successfully defended administrative claims before the EEOC, OCRC, Ohio EPA, Ohio Board of Counselors and Social Workers, and investigations by the DOL.
- Secured preliminary and permanent injunctive relief in non-compete, unfair competition, and invasion of privacy claims.
- Represented clients in a variety of commercial and business disputes including successful defense of a significant contract dispute in the Ohio Supreme Court.
- Successfully represented trustees and beneficiaries in fiduciary and estate litigation.
- Defended school district in investigations brought by the U.S. Department of Justice, the U.S. Department of Education Office for Civil Rights, and the Ohio Department of Education, and defended educators in actions before the Ohio Department of Education, Office of Professional Conduct.
- Successfully represented owners and contractors in protracted construction arbitrations.
- Served as local counsel in complex litigation including toxic tort, TCPA, and ERISA class actions