

People



Emily C. Ayvazian

Partner, Labor and Employment

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Emily Ayvazian works with local, regional, and Fortune 500 companies in navigating various workplace matters. Her experience includes litigation in federal, state, and appellate courts, as well as before the AAA, EEOC, NLRB, and state and local administrative agencies. As part of her practice, Emily works with clients to implement employment policies, handbooks, and practices that promote effective compliance with applicable laws and regulations. She also regularly drafts various employment related agreements, including non-competition and non-solicitation restrictive covenant agreements, for employers of all sizes.

In addition to her litigation and counseling practice, Emily is a part of a transactional team that supports corporate clients on mergers and acquisitions by providing labor and employment review of due diligence materials, guidance on employment-related disclosures and acquisition agreements, and counseling regarding potential red flags under reps and warranties insurance (RWI) review.

Prior to private practice, Emily was a prosecutor at the Bronx County District Attorney's Office where she handled violent felony cases from indictment to trial. During law school, Emily was a legal intern with The Innocence Project in New York and the United States Attorney's Office, Eastern District of New York.

Notable Work

Directed Verdict: Successfully argued and obtained directed verdict on all counts during a jury trial where Plaintiff brought race and disability discrimination claims against her former employer.

FLSA Collective Action Dismissal: Successfully obtained dismissal of a FLSA collective action on behalf of a national furniture store chain.

EEOC and FCHR Charges: Successfully secured no cause findings for numerous clients with charges brought before various federal, state and local administrative agencies, including the U.S. Equal

Areas of Experience

Labor and Employment
Employment Litigation
Employment Administrative Claims Defense
Employment Training and Compliance
Trade Secrets, Restrictive Covenants, and Unfair Competition
Wage and Hour

Education

J.D., Benjamin N. Cardozo School of Law, 2015,
Cardozo Journal of Law and Gender, Executive Editor
B.A., University of Central Florida, 2012

Admissions

Bars

New York
Florida

Courts

U.S. District Court, Middle District of Florida
U.S. District Court, Northern District of Florida
U.S. District Court, Southern District of Florida

Related Content

Akerman Names 20 New Partners
November 26, 2024

It's Election Season! Regulating Political Speech in the Workplace
August 19, 2024

Celebrating Working Moms: How Companies Can Support Mothers in the Workplace
May 09, 2024

Employment Opportunity Commission and Florida Commission on Human Relations.

Summary Judgment Victory: Won summary judgment in arbitration in favor of a national healthcare company in a disability discrimination and ERISA violation case brought by a former executive employee.

Arbitration: Won motion compelling arbitration on behalf of leading hospitality company after several former employees filed suit against the company for tortious interference and defamation and challenged the validity of their respective arbitration agreements. Ultimately, the former employees did not seek to bring their claims in arbitration and the case was dismissed.

Dismissal: Successfully argued and obtained dismissal of a race discrimination and sexual harassment case on behalf of a local Tampa restaurant chain against a former server.

Workplace Trainings: Provided trainings and presentations on issues including equal employment, discrimination and harassment, ADA and FMLA compliance, and free speech in the workplace.

Non-Solicitation of Clients/Customers: Represented a management services company against several of its former employees who left to start their own competitive business. The former employees solicited a long list of the management company's customers. After months of litigation, the employees agreed to an injunction, signed a full non-compete, and reimbursed the management company for costs associated with filing suit to enforce the employment agreements.

Published Work and Lectures

- [HR Defense Blog](#), Contributor
- *Insurance Journal*, Author, "It's Election Season! Regulating Political Speech in the Workplace," September 4, 2024
- Akerman Tampa Breakfast Briefing, Co-Panelist, "Breakfast, Lunch, and L&E: What's Hot in Employment Law," May 24, 2023
- Florida Restaurant & Lodging Association Magazine, Author, "OSHA Targets Restaurant Industry for COVID-19 Inspections," Fall 2021
- Hillsborough County Bar Association Lawyer Magazine, Author, "Legal Challenges to Consider as Employers Reopen Post-Pandemic," Volume 30, July 2020

Affiliations

- Hillsborough County Bar Association, Member
- Hillsborough Association for Women Lawyers, Member
- Federal Bar Association, Young Lawyers Committee
- Lawyers for Good Government Foundation, COVID-19 Small Business Clinic, Pro Bono Attorney
- South Tampa Piano Club, Member

Honors and Distinctions

- *Best Lawyers*, 2024-2025, Listed in Florida for Labor and Employment Law - Management and Litigation - Labor and Employment as "One to Watch"