

## People



## Megan Coughlin

Associate, Labor and Employment

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vCard

Megan Coughlin focuses her practice on representing employers in a wide range of employment law matters, including litigation and preventative advice, and counseling. She defends employers against claims arising under Title VII, the ADEA, the ADA, the FMLA, the FCRA, the FLSA, and whistleblower statutes. Megan has experience handling all stages of federal and state litigation and arbitration and also provides advice and guidance to clients on litigation and settlement strategy, including evaluation of strengths and weaknesses of facts and legal arguments, potential liability exposure, and likelihood of early resolution.

In addition, Megan advises clients on a wide range of human resources policy and compliance issues relating to hiring, termination, discrimination, harassment, wage and hour, leave, and disability accommodation. She has experience conducting workplace trainings for employers on harassment and discrimination prevention and legislative and regulatory developments, and works with employers to develop legally compliant employment handbooks, policies, and procedures.

### Related Professional Experience

- Judicial Law Clerk to the Honorable Jonathan D. Gerber, Florida Fourth District Court of Appeal, West Palm Beach, FL, 2014-2016
- Judicial Law Clerk to the Honorable Lori S. Rowe, Florida First District Court of Appeal, Tallahassee, FL, 2013

### Published Work and Lectures

- *NAPEO*, Co-Author, “Greater Diversity & Inclusion in Executive Leadership Can Contribute to Fewer EPLI Claims,” January 6, 2022
- *The Miami Herald*, Co-Author, “South Florida Employers Should Brace for the Potential Impact of COVID-19,” February 2020

### Affiliations

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#### Areas of Experience

Labor and Employment  
Employment Training and Compliance  
Employment Litigation

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#### Education

J.D., University of Florida Levin College of Law, 2014  
B.A., University of Florida, 2010, cum laude

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#### Admissions

##### Bars

Florida  
District of Columbia

##### Courts

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

- North Florida Land Trust, Board Member, 2022-2024
- Society for Human Resource Management, Board Member, 2022-2024
- Jacksonville Women Lawyers Association, Annual Judicial Reception Planning Committee, 2022
- Florida Association for Women Lawyers, Palm Beach County Chapter, Board Member/ Sponsorship Director, 2018-2019
- West Palm Beach Chamber of Commerce, Leadership West Palm Beach, Class of 2018
- Junior League of the Palm Beaches, Deck the Palms Holiday Market Public Relations Chair, 2017

## Honors and Distinctions

- *Best Lawyers*, 2023-2024, Listed in Florida as “One to Watch” for Labor and Employment Law – Management
- *Super Lawyers Magazine*, 2019-2020, 2022-2024, Listed in Florida as a “Rising Star” for Employment & Labor, Employment Litigation