



# POOJA K. PATEL

ASSOCIATE

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Pooja Patel works with public and private sector employers to analyze their compliance with labor and employment laws and to help mitigate potential future legal problems.

When litigation arises, she is experienced in representing employers in claims involving the Americans with Disabilities Act, Age Discrimination in Employment Act, Family and Medical Leave Act, the Fair Labor Standards Act, and other federal and state anti-discrimination laws. She has represented employers in state, local, and federal administrative proceedings throughout the United States by conducting related investigations and preparing position statements.

Pooja holds a Bachelor of Arts from the University of British Columbia and obtained her J.D. from Florida International University College of Law. While attending law school, she served as a Judicial Intern for The Honorable William L. Thomas for the Eleventh Judicial Circuit Court of Florida and interned for the Equal Employment Opportunity Commission.

## PRACTICE AREAS

- [Labor and Employment Litigation](#)
- [Litigation](#)
- [Administrative Claims and Hearings](#)
- [Agreements and Handbooks](#)
- [Administrative Proceedings](#)
- [Civil Rights and Torts](#)
- [Wage and Hour Claims and Audits](#)
- [Workplace Investigation](#)

## PROFESSIONAL & COMMUNITY INVOLVEMENT

- Miami-Dade Guardian ad Litem Program, Attorney Ad Litem, 2016

## PUBLICATIONS

- *[Executive Order 14173: Targeting Diversity, Equity, and Inclusion in the Workplace](#)*, The Checkoff | Florida Bar Labor and Employment Law Section, April 2025
- Contributing Author for Annual Report on EEOC Developments, 2022 and 2023

## PRESS MENTIONS

- *[February 1, 2025 On The Move](#)*, The Florida Bar, January 31 2025
- *[WSHC+B Makes Several Key Additions Across South Florida](#)*, Citybiz, December 11, 2024

## PRESENTATIONS

- *Navigating FMLA Leave*, FPHRA 89th Annual Conference, July 26, 2025

## ADMISSIONS

Florida, 2024

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U.S. District Court for the Middle District of Florida, 2021

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U.S. District Court for the Southern District of Florida, 2021

## EDUCATION

Florida International University  
College of Law, J.D., 2020

- Honors: Dean's List; Dean's Scholar; Excellence in Civic Engagement Medallion
  - North American South Asian Law Student Association, Internal Vice President
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University of British Columbia,  
B.A. in Psychology, 2014