



SHANA H.
BRIDGEMAN

PARTNER

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Shana has more than twenty-two years of legal experience, including nineteen years representing management, businesses, and municipal clients in labor and employment matters throughout Florida. She advises clients on a broad range of employment law issues, including collective bargaining, employee discipline, grievances, policy development, employment agreements, and overall risk management.

She handles employment matters arising under Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), and the Florida Civil Rights Act (FCRA). She represents employers before the U.S. Equal Employment Opportunity Commission (EEOC), the Florida Public Employees Relations Commission (PERC), the Florida Commission on Human Relations (FCHR), the Florida Division of Administrative Hearings (DOAH), and in arbitration proceedings. Shana also conducts workplace investigations involving harassment, discrimination, retaliation, misconduct, and ethics and policy violations, producing detailed findings and actionable remediation recommendations for organizational leadership.

Shana began her legal career as an Assistant State Attorney at the Palm Beach County State Attorney's Office, where she managed large

PRACTICE AREAS

- [Workplace Investigation](#)
- [Labor Arbitrations and Related Administrative Hearings](#)
- [Administrative Claims and Hearings](#)
- [Counseling and Risk Management Services](#)
- [Appellate](#)
- [Labor and Employment](#)
- [Police Legal Advisement](#)
- [Agreements and Handbooks](#)
- [Collective Bargaining](#)
- [Employee Training](#)
- [Unemployment Claims](#)
- [Administrative](#)

caseloads and served as first-chair trial counsel in approximately 50 trials. She then spent over fifteen years at a full-service law firm representing municipal and private clients across Florida, where she served simultaneously as Labor Counsel, Deputy City Attorney, Assistant General Counsel, and Police Legal Advisor for multiple local government and private entities.

Before joining the Firm, Shana founded and operated her own law firm, providing management-side legal counsel, investigation services, and compliance consulting to businesses, local government entities, and HR directors throughout Florida.

Shana earned her Juris Doctor degree from the University of Florida Levin College of Law and graduated from the University of Florida with a Bachelor of Arts in English.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Association of Workplace Investigators, Certificate Holder (AWI-CH), 2026
- Association of Workplace Investigators (AWI), Member

REPRESENTATIVE EXPERIENCE

- Successfully assisted a Florida police department with filing the state's first petition for a Risk Protection Order under the Marjory Stoneman Douglas High School Public Safety Act.

REPORTED CASES

- *De Barros v. Pembroke Pines Police Department*, 321 So. 3d 769 (Fla. 4th DCA 2021)
- *Daley-Beckford v. Aging and Disability Resource Center of Broward County*, Case No. 19-2090 (Fla. DOAH Oct. 22, 2019)
- *Eichelbaum v. I Can Benefit Group*, Case No. 15-1176 (Fla. DOAH Feb. 9, 2016)
- *Parker v. Am. Traffic Solutions, Inc.*, No. 14-CIV-24010-MORENO, 2015 WL 4755175 (S.D. Fla. Aug. 10, 2015)
- *Walker v. City of Pembroke Pines*, 134 So. 3d 1051 (Fla. 4th DCA 2013)
- *Petrik v. City of Pembroke Pines*, 120 So. 3d 102 (Fla. 4th DCA 2013)
- *Palm Beach County Police Benevolent Association, Inc. v. Village of North Palm Beach*, 38 FPER ¶120 (2011)

Proceedings

- [Civil Rights and Torts](#)
- [Labor and Employment Litigation](#)

ADMISSIONS

Florida, 2005

U.S. District Court for the Southern District of Florida, 2012

EDUCATION

University of Florida College of Law, J.D., 2004

University of Florida, B.A. in English, 2001