




# Scott A. Sears

## Associate

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Labor & Employment

 201.753.7002

 ssears@archerlaw.com

## Overview

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Scott advises and represents employers in a broad range of matters from daily counseling through litigation. Scott provides employment advice and counsel to employers on issues such as employee discipline and termination, reasonable accommodations, leave entitlements, wage and hour issues, and human resource policies and handbooks. He conducts internal employment investigations on behalf of clients, makes recommendations, and prepares employer responses to administrative charges, including charges before the Equal Employment Opportunity Commission.

Always goal oriented, Scott fully supports his clients' in every aspect of his representation. Known for being a passionate and tireless advocate, Scott keeps his clients' best interests in mind establishing clear and open lines of communication to address their concerns effectively.

Scott assists in defending employers in a broad range of employment matters before state and federal courts, including wrongful terminations, retaliation, harassment, discrimination, failure to accommodate, and wage and hour concerns. Scott handles cases alleging violations of Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA), New Jersey Law Against Discrimination (NJLAD), the New Jersey Conscientious Employee Protection Act (CEPA), the New Jersey Wage Payment Law, the New Jersey Wage Theft Act, and the New Jersey Family Leave Act (NJFLA).

Prior to joining Archer, Scott was litigation counsel with Cleary Giacobbe Alfieri Jacobs in New Jersey, where he represented public and private sector clients in employment, constitutional and commercial litigation matters. Scott served as a legal intern to the Honorable Martin E. Ritholtz in Queens County Supreme Court in Jamaica, NY.

## Select Speaking Engagements and Seminars

- “Investigating Employee Complaints: 2024 Guide,” New Jersey Human Resource Law 2024 Seminar, National Business Institute (November 2024)
- “Hiring and Firing: Legal Do’s and Don’ts for Crucial HR Functions,” New Jersey Human Resource Law 2024 Seminar, National Business Institute (November 2024)

## Credentials

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### Education

- Benjamin N. Cardozo School of Law, Yeshiva University, JD
- Touro University, Lander College for Men, BA, *summa cum laude*

### Admissions

- New Jersey
- New York
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the District of New Jersey

### Offices

- Hackensack, NJ

## Areas of Focus

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### Practice

- Labor & Employment

