




Simone M. Adkins

Associate

Labor & Employment

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Overview

Simone assists employers in all aspects of labor and employment law, including issues such as employee discipline and termination, reasonable accommodations, leave entitlements, wage and hour issues, and human resource policies and handbooks. She 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. Simone also assists in defending employers in cases alleging violations of Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and the Family and Medical Leave Act (FMLA), among others.

Simone has an extensive legal education and practice background. She served as a legal extern for the United States Attorneys' Office of the Eastern District of Pennsylvania, Civil Litigation Unit, where she drafted interrogatories, document requests, federal court motions and assisted in preparing attorneys for depositions in a complex, employment discrimination case against a federal agency. Simone was a legal intern for the Appeals Unit of the City of Philadelphia Law Department where she assisted with writing appellate briefs and preparing City attorneys for oral arguments before the Pennsylvania Commonwealth and Superior Courts. Prior to law school, Simone was a Public Administration Fellow at the University of Delaware and also served as a Legislative Fellow and policy intern for the Delaware General Assembly.

While at Temple University Beasley School of Law, Simone interned for the Honorable Lourdes M. Ventura of the Supreme Court of the State of New York, County of Queens. Simone was a student attorney with Temple's Family Law Litigation Clinic, where she represented indigent clients in Philadelphia Domestic Relations Court for adoption, custody and protection from abuse matters. As a student of Temple's Introduction to Trial Advocacy Program, Simone received the honor of Outstanding Oral Advocacy & Distinguished Class Performance. She

served on the Temple Law Moot Court Competition Team, and received a Certificate in Trial Advocacy and Litigation upon graduation. As a member of the Rubin Public Interest Law Honor Society, Simone was recognized for her exceptional dedication to public service.

Professional and Community Involvement

- Board Observer Program for the Pennsylvania Innocence Project

Select Articles

- “What’s the Law? Attorney-Client Privilege and Work Product Doctrine in Internal Investigations,” *New Jersey Law Journal* (December 2023)

Credentials

Education

- Temple University, JD
- University of Delaware, MPA
- University of Delaware, BA

Bar Admissions

- Pennsylvania

Offices

- Philadelphia, PA

Areas of Focus

Practice

- Labor & Employment

