


# Lauren Swanson

Fort Lauderdale, FL

She/Her

 954-375-1177

 lswanson@hinshawlaw.com



## About Lauren

Lauren concentrates her practice on labor and employment law, providing strategic guidance to businesses on a wide range of complex legal matters. She works closely with clients to proactively minimize risks and provide strong defenses against employment law claims.

Her practice includes defending employers against allegations of discrimination, retaliation, and wage and hour violations. Lauren also has significant experience handling restrictive covenant lawsuits, including non-compete and non-solicitation disputes. In her appellate work, she handles appeals of final judgments and non-final orders.

## Lauren's Affiliations

- The Florida Bar

## Areas of Focus

**Services:** Employment Advice & Counseling; Employment Litigation; Labor & Employment; Litigation & Trial

## Experience

- Secured summary judgment for the employer in a Florida federal court case involving an associational discrimination claim under the ADA. The court ruled that the plaintiff was not qualified for her position because

she could not meet the in-office requirement.

- Obtained a no reasonable cause determination from the Florida Commission on Human Relations in response to a former employee's claims of age discrimination and retaliation under the ADEA and FCRA. This decision also barred the former employee from pursuing the same claims in state court.
- Successfully obtained summary judgment in arbitration for a large tire store chain in a case involving discrimination, failure to accommodate, and retaliation under the ADA. The plaintiff, a former employee, alleged the tire store discriminated against him by terminating his employment because of a disability and failing to provide reasonable accommodation. The plaintiff also alleged the tire store retaliated against him by terminating his employment after he requested an accommodation. Additionally, secured a federal court confirmation of the arbitration award in favor of the tire store despite the plaintiff's attempts to have it vacated.
- Obtained a determination of no reasonable cause from the Florida Commission on Human Relations relating to a former employee's pregnancy discrimination claims, which resulted in the former employee being barred from filing claims in state court.
- Obtained a determination of no reasonable cause from the Florida Commission on Human Relations relating to a former employee's claims of disability discrimination under the ADA, which resulted in the former employee being barred from filing claims in state court.
- Successfully defended an appeal of non-final order compelling arbitration, resulting in a per curiam affirmance and the case being compelled to arbitration.
- Secured summary judgment for the defendant in a Florida federal court case involving an associational discrimination claim under the ADA. The court ruled that the plaintiff was not qualified for her position because she could not meet the in-office requirement.

## Recognition

- University of Miami School of Law, Dean's Certificate of Achievement Award; Dean's List; *University of Miami Law Review*

## Credentials

### Education

University of Miami School of Law, JD, 2018

University of Wisconsin – Madison, BA, 2015

### Bar Admissions

Florida

### Court Admissions

US Court of Appeals for the Eleventh Circuit

US District Court for the Middle District of Florida

US District Court for the Northern District of Florida

## Interests

### Did you know...

Lauren's favorite team is the Green Bay Packers.

## Thought Leadership

### Publications

- [“11th Circ. Ruling Offers Guidance On Compensable Work Time,”](#) *Law360*, February 23, 2026
- Co-Author, “Navigating the DEI Crossroads: EPLI Coverage Risks in a Two-Sided Litigation Era,” *Daily Business Review*, December 29, 2025
- Co-Author, “The PUMP Act: How Will It Impact Florida Employers?” *Daily Business Review*, June 14, 2023
- Co-Author, “FTC’s Proposed Rule Banning Noncompetes: How the Rule, If Enacted, Will Impact Florida,” *Daily Business Review*, February 2, 2023

### Blog Posts

- What is Considered Compensable Work Time Under the Fair Labor Standards Act?, Feb 2, 2026
- Impact for Employers: The NLRB General Counsel Doubles Down on Restrictive Covenants and Stay-or-Pay Provisions, Oct 11, 2024
- Eleventh Circuit Rules Mandatory Meeting Prohibition of Florida’s “Stop W.O.K.E. Act” Restricting Workplace Diversity Training is Unconstitutional, Mar 20, 2024
- FAQs: Florida Requires Certain Employers to Use Federal E-Verify System to Confirm Employees are Legally Eligible to Work, Jun 30, 2023

### In The News

- Lauren Swanson Reviews Notable Eleventh Circuit Ruling Clarifying the Limits of Compensable Work Time, Feb 23, 2026
- Hinshaw Attorneys Discuss Employment Practice Liability Insurance Implications of DEI Policies, Jan 7, 2026
- Andrew Gordon and Lauren Swanson Review What the Preliminary Injunction Against Florida’s “Stop W.O.K.E. Act” Means for Employers, May 8, 2024
- Navigating the DOL’s New Final Independent Contractor Rule: Andrew Gordon and Lauren Swanson Author *Daily Business Review* Byline, Feb 15, 2024
- Andrew Gordon and Lauren Swanson Discuss the Impact on Employers of Florida’s New PUMP Act, Jun 14, 2023

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