

Jonathan A. Segal is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. He is also the managing principal of the [Duane Morris Institute](#). The Duane Morris Institute provides training for human resource professionals, in-house counsel, benefits administrators and managers at Duane Morris, at client sites and by way of webinar on myriad employment, labor, benefits and immigration matters.

Jonathan's practice focuses on:

- **Preventive counseling, training and policy development** with regard to: FLSA/wage and hour compliance; sexual and other unlawful harassment; diversity-inclusion issues; social media; cybersecurity; discipline/evaluations/terminations; hiring/recruiting/retention; ADA & FMLA issues; violence in the workplace; drugs and alcohol; investigating EEO and other claims; employee handbooks; technology and privacy.
- **General counseling**, for example: compliance with federal, state and local employment laws, including wage and hour and EEO compliance audits; consultation as to specific employment decisions; handle EEO and other administrative charges.
- **Mergers & Acquisitions**, for example: legal and cultural due diligence; bargaining issues with the union, if any; drafting representations and warranties; reconciling employment policies and practices to minimize legal risks and to ensure cultural compatibility; implement reductions-in-force as necessary; and draft stay bonuses, as appropriate (either before or after closing).
- **Privileged audits**, for example: wage and hour compliance, equal employment opportunity, union susceptibility and diversity and inclusion (unconscious and systemic barriers).
- **Contracts/agreements**, for example: collective bargaining, contract interpretation and NLRA compliance.
- **Traditional labor**, for example: union prevention programs, anti-union election campaigns, collective bargaining, contract interpretation and management rights training.

Jonathan has served for 20 years as a consultant to the Federal Judicial Center in Washington, D.C., providing training on employment issues to federal judges around the country.

Jonathan was appointed in March 2015 by the EEOC to its Select Task Force on Harassment.

Jonathan also has provided training on harassment on behalf of the EEOC as well as providing training on diversity to members of the United States intelligence agencies.

For the past seven years, Jonathan has been listed in *Chambers USA: America's Leading Lawyers for Business* among the top-rated lawyers for labor and employment in Pennsylvania. *Chambers* said of Jonathan, "Jonathan Segal is particularly experienced in counseling and training employers on policy development matters. He is described by a client as 'the king of making legal answers work in a business context.'"

Jonathan is also frequently a featured speaker at national, state and local human resource, business and legal conferences, including conferences sponsored by the Society for Human Resource Management, the Pennsylvania State Chamber of Business and Industry and the Association of Corporate Counsel-America ("ACCA"). He consistently has been one of the top-rated speakers at numerous SHRM National Conferences, including SHRM's Annual Conference, Diversity Conference and Employment Law and Legislative Conference.

Temple University's Fox School of Business and Management named Jonathan the recipient of its "Outstanding HR Leader of 2013" award. The award recognizes an individual who promotes progressive HR practices and is committed to advancing the profession through educating current and future HR leaders. Jonathan was the first recipient.

Jonathan also lectures regularly on gender bias in organizations at the University of Pennsylvania's Masters Program in Organizational Dynamics. He has also lectured on Labor Relations for Villanova University's Certificate Program in Professional Human Resources Management and at the Wharton School on the topic "Legal and Ethical Issues Affecting Health Care Providers."

Jonathan has been cited as a national authority on employment issues in articles in *The Wall Street Journal*, *The New York Times*, *USA Today*, *Fortune*, *The Philadelphia Inquirer*, *Chicago Tribune*, *Associated Press*, *Business Week Online*, *The Los Angeles Times*, *The Washington Post*, *CNN Online*, *Business Week*, *Money* and *Monster.com*, among others.

Jonathan hosted a television special on sexual harassment, *The Sexual Harassment Quiz*. The special, which was based on a supervisory training exercise Jonathan developed, has been broadcast on more than 200 PBS stations throughout the country.

Jonathan is a frequent commentator on employment issues on national and local television and radio including, but not limited to: CNN, PBS, CBS, KYW (television and radio), FOX News and WPHL (WB).

Jonathan is the Legislative Director for the PA State Council of SHRM, Inc. In this role, Jonathan spearheads grassroots advocacy efforts either in support of or in opposition to proposed legislation affecting the employer-employee relationship.

Jonathan has testified as expert for SHRM before the United States Commission on Civil Rights with regard to Equal Employment Opportunity Commission's guidance on background checks.

Jonathan also testified as an expert for SHRM before the Equal Opportunity Commission with regard to the intersections between social media and employment law.

Jonathan has published more than 250 full-length articles and blogs on employment, HR and leadership issues. A contributing editor to *HR Magazine*, he has published more than 100 articles for the magazine.

Jonathan was profiled in *DiversityInc* for efforts in helping organizations increase their inclusiveness relative to diversity, broadly defined.

Jonathan also is a regular contributor to *Entrepreneur*, and in the past, has contributed, to *Fortune*, and *BusinessWeek*.

Prior to joining Duane Morris, Jonathan was a partner at Wolf Block LLP. Jonathan was in Wolf Block's Employment Services group from 1986 to 2009 (when the firm voted to dissolve).

Jonathan clerked for the Honorable Norma L. Shapiro, United States District Court for the Eastern District of Pennsylvania.

Jonathan received his B.A., *summa cum laude*, from the University of Pennsylvania and his J.D., *cum laude*, from the University of Pennsylvania School of Law.

Jonathan's passion is animal rescue and adoption for his local SPCA. Jonathan focuses particularly on animals that are less likely to be adopted because of their age.

Jonathan also has an insatiable interest in psychology.

Jonathan also has a deep commitment to Holocaust remembrance.