



Robert A. Harris

PARTNER

Columbus

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Practice Areas

Employer Internal Investigations
Employment Counseling
Employment Litigation
Immigration
Labor and Employment
Labor Relations
Litigation and Appeals
Workplace Safety and Workers' Compensation

Education

The Ohio State University Moritz College of Law, J.D., 1992, with Honors, Order of the Coif

Ohio State Law Journal, Staff Member and Articles Editor, 1990-1992

The Ohio State University, MBA, 1992, with Honors

Kenyon College, B.A., *magna cum laude*, 1987

Bob is a partner in the Vorys Columbus office and a member of the firm's labor and employment and immigration practice groups.

Bob has experience in a wide range of labor and employment matters. This encompasses handling litigation and counseling clients on a wide range of topics, including: the Fair Labor Standards Act (FLSA) and wage and hour class actions; Title VII; the Americans with Disabilities Act (ADA); the Age Discrimination in Employment Act (ADEA); the Family and Medical Leave Act (FMLA); the National Labor Relations Act (including representation petitions and collective bargaining); wrongful termination issues; noncompete, non-solicitation, and trade secret law; and employment-related torts. He has litigated cases in state and federal courts, in arbitrations, and before the National Labor Relations Board (NLRB). Bob regularly advises clients on personnel matters and on development and application of policies. He also represents clients in the field of higher education, including devising and implementing Title IX policies and defending against related claims.

In addition, Bob regularly counsels clients on immigration issues, including preparation of employment-based nonimmigrant visa petitions, and assisting clients with I-9 policies, audits and investigations. Bob is also a member of the Vorys COVID-19 Task Force, and has been a frequent speaker on coronavirus employment-related topics, both in Vorys webinars and communications, and for outside entities.

Career highlights include:

- Defending large national clients nationwide in Fair Labor Standards Act (FLSA) collective actions and in state law class actions relating to alleged wage-hour violations
- Successfully defending a client in a federal court jury trial in a multi-plaintiff age discrimination claim
- Successfully defending a large national client in a pregnancy discrimination jury trial in federal court in New York
- Successfully defending a large national client in a jury trial in a race discrimination claim, sustained on appeal in both the Court of

Bar & Court Admissions

Ohio

U.S. Supreme Court

U.S. Court of Appeals for the Second Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. Court of Appeals for the Seventh Circuit

U.S. Court of Appeals for the Ninth Circuit

U.S. District Court for the Southern District of Ohio

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Eastern District of Michigan

Admitted to practice law only in the states listed above.

Industries

Colleges and Universities

Financial Institutions

Manufacturing

Restaurants, Food and Beverage

Retail and Consumer Products

Transportation and Logistics

Appeals and the state's Supreme Court

- Representing large national retailers and manufacturers in numerous federal and state law employment-related claims
- Representing numerous clients of all sizes in general personnel matters and defending them against administrative charges and lawsuits

Bob has lectured at seminars on a variety of topics, including workplace harassment, labor relations, the Immigration Reform and Control Act, the preparation and maintenance of I-9 forms and policies and handling I-9 investigations, the Americans With Disabilities Act, labor implications of the Ohio Sales tax exemption for leased employees, developing appropriate policies against sexual and other unlawful harassment, document retention policies, conducting internal investigations, and COVID-19 issues.

Bob received his J.D. with honors from The Ohio State University Moritz College of Law, where he was a staff member and articles editor of the *Ohio State Law Journal* and a member of the Order of the Coif. He also received an MBA with honors from The Ohio State University. He earned his B.A. *magna cum laude* from Kenyon College.

Honors & Recognitions

Columbus CEO, Best Lawyers, Labor and Employment Law, 2022–2025; Immigration Law, 2023–2024

Columbus CEO, Top Lawyers in Columbus, 2015

Ohio Super Lawyers, Employment and Labor, 2012–2019

The Best Lawyers in America, Employment Law – Management, 2013–2026

Ohio Super Lawyers Rising Stars, Employment and Labor, 2005–2006, 2009–2010