



Mazanec, Raskin & Ryder Co., L.P.A.

Attorneys and Counsellors at Law



Tami Zupkow Hannon

PARTNER

AREAS OF PRACTICE

Business & Commercial Law

Civil Rights & Governmental Liability

Employment & Labor Law

Cleveland Office

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EDUCATION

- J. D., 2005, University of Akron School of Law
 - *magna cum laude*
- B.S.B.A., 2002, Geneva College, Beaver Falls, PA
 - *magna cum laude*

BAR ADMISSIONS

- Ohio
- U.S. District Court, Northern District of Ohio
- U.S. District Court, Southern District of Ohio
- U.S. Court of Appeals, Sixth Circuit

Super Lawyers

Ms. Hannon works with public and private employers to address their employment law needs. She particularly enjoys working with women owned or operated businesses.

Believing that an ounce of prevention is worth a pound of cure, Ms. Hannon provides employment consulting services to address potential legal issues at the critical decision making juncture, helping to avoid or limit claims before they arise. She is also ready and able to defend cases before the courts or administrative agencies should claims arise. In addition, she regularly writes articles and presents on various employment matters, and has experience under the ADA, ADEA, FMLA, FLSA, Title VII and their state counterparts.

In addition to her employment practice, Ms. Hannon defends governmental entities, their employees and elected and appointed officials, particularly those in law enforcement and corrections. She has worked in state and federal courts defending these entities and individuals from allegations of constitutional violations and improper conduct.

REPRESENTATIVE EXPERIENCE

- Obtained summary judgment in favor of an employer where an employee's position was eliminated following the employee's alleged reports of errors
- Obtained a dismissal, and assisted in setting new precedent, in favor of a political subdivision on allegations that the subdivision had failed to upgrade its sewer system
- Obtained dismissal in favor of a county clerk of court for allegedly publishing confidential information regarding a citizen in violation of the right to privacy
- Obtained summary judgment in favor of a sheriff's office following allegations that improper supervision and classification led to an inmate's successful suicide attempt



PROFESSIONAL ORGANIZATIONS

- Ohio State Bar Association
 - Labor & Employment Section Member
- Cleveland Metropolitan Bar Association
 - Women in Law Section Member
- Public Risk Management Association
- Ohio Public Employer Labor Relations Association
- Delta Mu Delta

ACCOMPLISHMENTS

- Selected as an “Ohio Rising Star” for Municipal Law by *Super Lawyers* magazine (2013-2018)

PRESENTATIONS

- "Fitness For Duty v. Performance Issues" – Solon Chamber of Commerce HR Legal Roundtable (October 2017)
- OSHA Anti Retaliation & Brave New World" – Solon Chamber of Commerce HR Legal Update (April 2017)
- "2017 Legal Update" – Lake / Geauga Society for Human Resource Management (SHRM) (2017)
- "The Changing Role of Gender Discrimination" – MRR Business & Employment Law Roundtable (2016)
- "To Be or Not to Be...Exempt" - Solon HR Legal Update - Employment Law Updates (2016)
- "When Wellness Programs Make You Unwell" - Solon HR Legal Update - Employment Law Updates (2016)
- "When Leave is Not Just Leave – Untangling the ADA & FMLA" – Solon Chamber of Commerce (2016)
- "Managing for Success – Strategies to Navigate Laws and Manage Your Workforce" (2015)
- "Employment Law Update: Is Your Organization Ready for 2016?" – MRR Employment Law Seminar (October & November 2015)
- Hot Topics in Employment Law –What’s Trending Now (2014)
- Updates on the Americans with Disabilities Act (2014)
- Understanding Discrimination and Harassment (2012)
- The Americans with Disabilities Act – Maintaining their Mental Health while Keeping Yours (2011)
- From Inception to Conclusion – The Pre-Disciplinary Process (2011)
- Risk Management in Juvenile Detention Facilities (2009)



PUBLICATIONS

- "Potato, Potathto...Sexual Orientation as Sex Discrimination: A Review of *Hively v. Ivy Tech Community College*" – *MRR Business & Commercial Law Newsletter* (April 2017)
- "#PrivateNotPrivate: Employee Electronic Communications" – *For the Defense*, a publication of the Defense Research Institute (January 2017)
- "Employment Law Update" – monthly topical article for Solon Chamber of Commerce
- "The Changing Face of Gender Discrimination" – *For the Defense*, a publication of the Defense Research Institute (July 2016)
- "Changing Roles: Transgender Law in Ohio"- *Cleveland Metropolitan Bar Journal* (July 2016)