

# Robbins Schwartz

Helping you navigate change for over four decades

## Frank B. Garrett III

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Frank B. Garrett III represents school districts, community colleges, local governmental bodies and public and private companies in all aspects of employment law, including complaints and charges of unlawful discrimination, wrongful termination, sexual harassment, civil rights violations, employee discipline and termination. Frank counsels and provides training to employers on all aspects of the employment relationship. Additionally, Frank is certified by the Illinois State Board of Education to provide school board member leadership training required under Section 5/10-16a of the Illinois School Code.

Frank represents clients in state and federal court, at the trial and appellate levels and before the Illinois Educational Labor Relations Board, the Illinois Human Rights Commission and the Equal Employment Opportunity Commission. Frank is a regular speaker on employment law, at the local, state and national level.

Before joining Robbins Schwartz, Frank worked as an Assistant Corporation Counsel for the City of Chicago. In this capacity, he represented the City of Chicago in a variety of personnel matters and defended the City in unlawful discrimination and civil rights lawsuits.

### Awards

- Illinois Leading Lawyer, Employment and School Law, 2004-2012
- Illinois Super Lawyers, 2005

### Recent Publications

- "Big-box Employee's Attempt to 'Scam' Company Undercuts FMLA Claims," *Chicago Daily Law Bulletin*, December 21, 2015
- "Employers Must Rethink Employee 'Look' Policies After High Court Decision," *Chicago Daily Law Bulletin*, June 22, 2015
- "Using Social Network Screening as Part of the Hiring Process: Employers Should Proceed with Caution," *Inquiry & Analysis*, National School Boards Association's Council of School Attorneys (2013)
- Contributing author, "Employment Discrimination," *ILLINOIS SCHOOL LAW*, IICLE (1996, 1999, Supp. 2001, 2005, 2010 and 2012)
- Author, "Teacher's Request for a Classroom with 'Natural Sunlight' Constitutes a Reasonable Accommodation Under the Americans With Disabilities Act," *Resources*, The Management Association of Illinois (2010)

## Recent Presentations

- *Legal Update*, 2015 Fall Illinois CUPA-HR/IHECHC Conference (October 2015)
- *Practical Advice for Maintaining a Harassment Free Workplace*, American Association of School Personnel Administrators' Boot Camp, Chicago, IL (June 2014)
- *The Americans with Disabilities Act and Reasonable Accommodations 101*, Chicago Bar Association: Education Law Committee, Chicago, IL (April 2014)
- *Review of New Legislation and its Impact on Illinois Educational Institutions*, Illinois Association for Employment in Education's Annual Conference, Aurora, IL (September 2013)
- *Walking A Tightrope: Social Media, Employees and the Hiring Process*, 2012 American Association of School Personnel Administrators Annual Conference, Chicago, Illinois (November 2012)
- *Investigation and Discipline for School District Employees: Effective Strategies to Minimize Grievances, Charges and Lawsuits*, American Association of School Personnel Administrators' 74th Annual Conference, Chicago, IL (November 2012)
- *Employment and Reduction-in-force of Illinois Teachers after Senate Bill 7*, LUDA Fall Conference, Chicago, IL (October 2012)
- *The Importance of Job Descriptions in the Era of Senate Bill 7 and PERA*, Illinois Association for Employment in Education's Annual Conference, Aurora, IL (September 2012)
- *Accommodations and Modifications for Qualified Disabled College Students*, Oakton Community College, Des Plaines, IL (April 2012)
- *Title IX Compliance Review and Training for College and University Administrations or Title IX Coordinators*, Moraine Valley Community College, Palos Hills, IL (February 2012)
- *Investigation and Discipline of School Employees: Effective Strategies to Minimize Grievances, Charges and Lawsuits*, Illinois Association of School Personnel Administrators (IASPA) State Conference, Lisle, IL (January 2012)
- *SB7 Education Reform Legislation and Employee Use of Facebook, Myspace, Texts, Twitter and Other Electronic Communication*, Illinois Association for Employment in Education's Annual Conference, Aurora, IL (September 2011)
- *Settlement & Summary Judgment: Effective Preparation, Representation & Responses*, Panel Moderator, Annual Employment Law Conference for the Law Bulletin, Chicago, IL (September 2011)
- *Navigating Training and Personnel Posting Requirements*, Illinois Association of School Personnel Administrators, Lisle, IL (January 2011)
- *Overcoming Legal Restrictions on the Use of Affirmative Action to Achieve Diversity*, Richland Community College, Decatur, IL (June 2010)
- *Recent and Potentially Forthcoming Legislative Developments in Federal Employment Law*, Chicago-Kent College of Law, Chicago, IL (November 2009)
- *So You Want to Take a Leave: Revisions and Additions to the Family and Medical Leave Act and Americans with Disabilities Act*, Illinois Association of School, College and University Staffing, Aurora, IL (September 2009)
- *Protecting College Administrators from Employee Complaints and Lawsuits*, Rock Valley College No. 511, Rockford, IL (June 2009)
- *What to Do When OCR Comes Knocking*, National School Boards Association, San Diego, CA (April 2009)
- *Student Privacy Rights: Changes to the Family Education Rights and Privacy ("FERPA") and Illinois Mental Health and Developmental Disabilities Confidentiality Acts ("MHDDCA")*, Oakton Community College, Des Plaines, IL (February 2009)
- *Modification and Adjustments to Students with Disabilities*, Oakton Community College, Des Plaines, IL (December 2008)

- *What to Do When OCR Comes Knocking*, Illinois Council of School Attorneys, Chicago, IL (November 2008)
- *Employment of Personnel: Recruitment, Application and Hiring Guidelines*, Prairie State College, Chicago Heights, IL (March 2007)
- *Illinois FMLA Update*, Council on Education in Management, Chicago, IL (March 2006)
- *What to Expect When You Are Sued for Employment Discrimination*, Management Association of Illinois' Annual Conference (March 2005)

## **Education**

- J.D., DePaul University College of Law, 1985
- B.A., Oberlin College, Oberlin, Ohio, 1982

## **Admitted to Practice**

- Supreme Court of the United States
- U.S. Court of Appeals for the Seventh Circuit
- Trial Bar of the U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the Southern District of Illinois
- Supreme Court of Illinois

## **Organizations**

- American Bar Association, Section on Labor and Employment
- Chicago Bar Association
- Cook County Bar Association
- Illinois Council of School Attorneys

## **Practice Areas**

- Education Law
- Labor & Employment
- Litigation
- Municipal Law