



Theresa A. Mongiovi

Principal
Chair, Employment and Labor Practice Group

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Represents businesses, municipalities, non-profits, and executives in all aspects of the employment relationship and defends clients facing complex cybersecurity litigation and class actions.

Bio

Theresa A. Mongiovi is a Principal and Chair of the firm's Employment and Labor Practice Group. She concentrates her practice on representing businesses, municipalities, non-profits, and executives in all aspects of the employment relationship. She also represents clients in business and commercial litigation. She litigates in various administrative agencies including the EEOC and PHRC as well as all state and federal courts in Pennsylvania.

Ms. Mongiovi helps clients with business counseling and disputes, executive compensation and contracts, employee manuals, discipline and termination, workplace investigations, enforcement of restrictive covenants, employee misconduct and theft, policy development and review, and discrimination defense. Her knowledge of state and federal laws, including FMLA, ADA, ADEA, Title VII, and wage and hour, coupled with experience in defending claims enables her to fully support her client's needs. Ms. Mongiovi conducts complex workplace investigations and provides specialized training for businesses.

As a member of the firm's **Data Privacy & Cybersecurity Complex Litigation Practice Group**, Ms. Mongiovi counsels and defends clients facing complex lawsuits, including class actions, related to data and cyber breaches, insufficient disclosures, and access of Personally Identifiable Information (PII) by third parties. She has served as lead counsel in multiple complex litigation and class action cases. She aggressively defends clients and efficiently works to end complex litigation for her clients.

Whether in the courtroom, before a state or federal agency, or in the boardroom, Ms. Mongiovi fiercely and creatively advocates for her clients. She has a unique perspective in not only litigating claims, but also helping businesses to develop policies and practices to avoid them. She prides herself on providing legal counseling with professionalism, patience, and levity. What she enjoys most about her career is not only educating her clients about the legal requirements applicable to their business, but also using creative approaches to solve complex legal issues.

Practices

- Employment and Labor
- Employment Collective and Class Actions
- Employment and Employee Relations
- Labor
- Trade Secret & Non-Compete Law
- Wage and Hour
- Regulated Cannabis
- Commercial Litigation
- Appellate
- Hospitality and Retail
- Data Privacy & Cybersecurity
- Data Privacy & Cybersecurity Complex Litigation
- Class Action Defense

Industries

- Construction
- Health Care
- Hospitality
- Manufacturing
- Municipal & Government
- Professional Services
- Retail

Education

- J.D., Pennsylvania State University Dickinson School of Law, 1997
Comment Writer and Articles Editor, *Dickinson Law Review*
- B.A., *Cum Laude*, Dickinson College, 1994
Omicron Delta Kappa

Bar Memberships

- Pennsylvania

Court Admissions

Speaking Engagements

- Co-Presenter, "You're Fired? Workforce Implications of Trump Administration Executive Orders," Lancaster SHRM Lunch & Learn (March 13, 2025)
- Co-Presenter, "Conducting Effective Workplace Investigations," Lancaster SHRM June 2022 Breakfast Program (June 14, 2022)
- Co-Presenter, "OSHA's Vaccine Mandate," Society for Human Resource Management (SHRM), Lancaster Chapter Webinar (November 15, 2021)
- Co-Presenter, "The Impact of OSHA's Emergency Temporary Standard (ETS) on Employers," Post & Schell Webinar (November 9, 2021)
- Presenter, "Employment & Medical Marijuana," The Lambert Center for Medicinal Cannabis and Hemp Institute for Emerging Health Professions (Thomas Jefferson University & Jefferson Health) Webinar (November 4, 2021)
- Co-Presenter, "Employment Law and Workers' Compensation Law Update," Post & Schell Event at the Lancaster Country Club (October 28, 2021)
- Co-Presenter, "Ready for Round 2 of the Pandemic? COVID-19 Update for Employers," Post & Schell Webinar (September 30, 2021)
- Co-Presenter, "(Employers) Better Have My Money: Navigating Wage and Hour Issues in the Post-Pandemic Workplace," SHRM Lancaster Chapter Fall Legal Update (September 14, 2021)
- Presenter, "Federal Employment Law – New Compliance, Fines & Government Action," Net@Work Webinar (July 23, 2021)
- U.S. Supreme Court
- Supreme Court of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania

Events/Seminars

Fall Workplace Law Seminars, 2024

- Pittsburgh: September 10, 2024
- Lancaster: October 4, 2024
- Presented by Post and Schell's Labor and Employment and Workers' Compensation team, this program provided a comprehensive overview of recent and upcoming developments in employment and workers' compensation law and their practical impact on the workplace. Attendees learned proactive strategies for immediate implementation to ensure compliance, minimize legal risk, and reduce costs associated with legal claims.

Affiliations

- Brightside Opportunities Center, Past Board Member
- Lancaster Bar Association, Employment and Labor Law Section, Women in the Profession Section
- Lancaster County Community Foundation, Board of Directors
- Lancaster Society for Human Resource Management (LSHRM), Past Member and President of Board of Directors; Member of Professional Development Committee
- Pennsylvania Bar Association, Women in the Profession Committee
- Society for Human Resource Management (SHRM)

- United Way of Lancaster, Past Board Member and Member of Women United

Clerkships

- Honorable Louis J. Farina, Lancaster County Court of Common Pleas
- Honorable President Judge Harold Sheely, Cumberland County Court of Common Pleas