

Sarah K. Squillante

partner

Sarah advises and represents employers in a broad range of employment law matters. She has experience in all phases of litigation and counsels clients on claims involving discrimination, harassment, retaliation and non-compete. Her work includes claims brought under Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act of 1990 (ADA), Family and Medical Leave Act (FMLA), Age Discrimination in Employment Act (ADEA) and the Fair Credit Reporting Act (FCRA).

Sarah also represents employers before administrative agencies, including the U.S. Equal Employment Opportunity Commission (EEOC) and the Ohio Civil Rights Commission (OCRC). She has extensive knowledge of the Occupational Safety and Health Act (OSHA) and routinely advises employers on OSHA compliance. Sarah's experience includes assisting employers with dozens of OSHA inspections and complaints, and successfully challenging OSHA citations in cases before the Occupational Safety and Health Review Commission and various agencies in states with approved OSHA plans.

She previously held a one-year fellowship at a Columbus-based, privately-held company where she worked alongside in-house counsel on a variety of employment matters. During law school, Sarah focused her studies on civil litigation and served as a staff editor for the *Ohio State Journal of Criminal Law* and, later, as an online editor for the journal's online publication, *Amici Briefs*.

BAR ADMISSIONS

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

PROFESSIONAL ASSOCIATIONS

- Ohio State Bar Association
- American Bar Association

PRESENTATIONS

- "The Evolving Rules of Workplace Culture: Harassment, Discrimination, and DEI Developments," Porter Wright Employment Relations Seminar, Oct. 29, 2026

CONTACT

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Pronouns: she / her / hers

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EDUCATION

The Ohio State University Michael E. Moritz College of Law, J.D., 2017

University of Michigan, B.A., 2014

LANGUAGES

- French, *proficient*

SERVICES

Labor & Employment

- Leave, FMLA and ADA reasonable accommodation counseling
- State and federal workplace safety and health
- Employment litigation
- Workplace safety
- Employment law compliance and counseling
- Whistleblowing and retaliation

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- “If/Then Decisions: A Choose-Your-Own-Adventure Guide to Employment Law,” Porter Wright Employment Relations Seminar, May 6, 2026
- “Navigating EEOC Investigations: Legal Foundations and Practical Strategies,” Porter Wright Employment Relations Seminar, Oct. 8, 2025
- “Accommodation in Action: ADA and PWFA Compliance in Today’s Evolving Leave Law Landscape,” Porter Wright Employment Relations Seminar, June 3, 2025
- “The Rise of Pay Transparency Laws and Recent Wage and Hour Developments,” Porter Wright Employment Relations Seminar, Oct. 19, 2022
- “The Social Network: How Employers Can Respond to Social Justice & Free Speech Issues on Social Media,” Porter Wright Employment Relations Seminar, June 7, 2022

HONORS | AWARDS

- Ohio Super Lawyers, Rising Stars Edition
- Leadership Columbus, 2025

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