



Fara A. Cohen

Associate
Employment and Labor

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Counsels and defends employers in claims involving local, state, and federal labor and employment statutes and laws.

Bio

Fara A. Cohen is an Associate in the Firm's Employment & Employee Relations, Labor, and Wage and Hour Practice Groups. She counsels and defends employers in claims involving local, state, and federal labor and employment statutes and laws. This includes matters involving the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), and Title VII of the Civil Rights Act of 1964, among others. Ms. Cohen's clients include employers in a variety of industries, including health care, hospitality, retail, manufacturing, and professional services.

Prior to joining Post & Schell, Ms. Cohen was an Associate attorney with a regional defense firm, defending clients in employment, breach of contract, and insurance defense matters. She also served as a Judicial Intern to the Honorable Lois H. Goodman of the United States District Court, District of New Jersey.

Publications

- Co-Author, "Expansive View of Compensable Time Under PMWA Likely to Drive More Class Actions," *The Legal Intelligencer* (September 8, 2021)
- Co-Author, "Avoiding Wage-and-Hour Pitfalls in the Post-Pandemic Workplace," *The Legal Intelligencer* (March 26, 2021)
- Co-Author, "Should Your Organization Consider a COVID-19 Vaccination Mandate?," *The Legal Intelligencer* (December 21, 2020)
- Author, "Right Place, Wrong Target? Targeted Ads and Tech-Driven Discrimination," *The Legal Intelligencer* (September 2019)
- Co-Author, "Can You Tell Me a Little About Yourself?: Hiring Biases on College Campuses," *The Legal Intelligencer* (March 2019)
- Co-Author, "Medical Marijuana and the Effect of Legalization on College Campuses," *The Legal Intelligencer* (June 2018)
- Author, "On-Campus Controversy Prompts Careful Crafting of Free Speech Policies," *The Legal Intelligencer* (May 2018)
- Author, "Millennial Attorneys: How to Make Your First Year Work for You," *The Legal Intelligencer* (April 2018)

Practices

- Wage and Hour
- Labor
- Higher Education
- Employment Collective and Class Actions
- Employment and Employee Relations
- Employment and Labor

Industries

- Retail
- Manufacturing
- Hospitality
- Higher Education
- Health Care
- Construction

Education

- J.D., *Cum Laude*, Villanova University School of Law, 2017
Co-President, Intellectual Property Society; Co-President, Jewish Law Students Association
- B.S. in Biology, Pennsylvania State University, 2012

Bar Memberships

- Pennsylvania

Court Admissions

- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania

- Author, "College, the Culture of Assault and Changes to Title IX," *The Legal Intelligencer* (September 2018)
- Co-Author, "What's Next for Title IX and How Will It Impact Institutions?" *The Legal Intelligencer* (October 2017)

Affiliations

- Philadelphia VIP, Pro Bono Attorney
- Philadelphia Museum of Art, Young Friends
- Board Member, Congregation Tiferes Bnai Israel
- Chamber of Commerce for Greater Philadelphia, Young Professionals Network, 2019
- Back on My Feet, Volunteer, 2017-2018