

# Holly Griffin Goodman



## Shareholder

West Palm Beach  
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(561) 650-0697

### Practice & Industry Areas

- Labor & Employment Law
- Executive Compensation
- White Collar Defense & Internal Investigations

### Education

- Florida State University,  
*magna cum laude*, J.D.,  
2011
- University of West Florida,  
*magna cum laude*, B.A.,  
2008

### Bar & Court Admissions

- Florida, 2011
  - Board Certified, Labor and Employment Law, 2022
- United States Supreme Court
- United States Court of Appeals for the Eleventh Circuit
- United States District Court
  - Northern District of Florida
  - Middle District of Florida
  - Southern District of Florida

## Overview

As a board certified labor and employment attorney, Holly Griffin Goodman focuses her practice on counseling clients, from small businesses to large institutions, in everyday employment matters. Starting with the hiring process through discipline and termination, Holly's goal is to help businesses manage their employees, and balance the interests of the business with obligations under federal, state, and local employment laws.

With clients from industries across the spectrum including insurance, telecommunications, sports and entertainment, healthcare, and hospitality, Holly's depth and breadth of experience includes:

- Internal investigations into allegations of discrimination or harassment
- Defense of claims before the Equal Employment Opportunity Commission, Florida Commission on Human Relations, or local agency
- Defense of litigation in state or federal court for claims of discrimination or retaliation
- Advice on hiring, disciplining or firing employees
- Advice on navigating laws related to requests for leave, including under the FMLA, ADA, and Florida Civil Rights Act
- Advice on navigating requests for accommodations under the ADA, Pregnancy Discrimination Act, or Florida Civil Rights Act
- Negotiation of amicable separations for departing employees
- Preparation of agreements including: employment agreements, independent contractor agreements, separation agreements, non-disclosure agreements, and non-compete or non-solicitation agreements
- Execution of wage and hour audits
- Defense of wage and hour claims

Holly is an instructor teaching "Employment Discrimination" for the Florida State University College of Law Juris Master Program. In her community, Holly serves as the Chair of the Foundation Board for the Achievement Centers for Children and Families. She also serves on the Board for the Chamber of Commerce of the Palm Beaches. At Gunster, Holly is Vice-Chair of the firm's Women's Leadership Forum and a member of the Mentoring Committee.

## Honors

- *The Best Lawyers in America*®, "Ones to Watch," 2024
  - Labor and Employment Law – Management
- *Florida Super Lawyers*, "Rising Star," 2017-21
- *Palm Beach Illustrated*, "Top Lawyers," Labor and Employment Law, 2018-23
- *Boca Raton Observer*, "Top Lawyers," 2022
- *Jupiter Magazine*, "Top Lawyers," Labor and Employment Law, 2021, 2023
- Order of the Coif
- *Florida State University Law Review*, Vol. 38, Managing Editor

## Publications & Presentations

- "Walking the Line in the War for Talent," General Counsel Roundtable, December 2022

- “How the Stop Woke Act Will Impact Florida’s Employers”, Florida TaxWatch Webinar, speaker, August 17, 2022
- “How the Individual Freedom Act Affects Nonprofit Employers,” presenter, Florida Nonprofit Alliance (FNA), June 2022
- “Managing Conflict in the Workplace,” The Commonwealth Institute (TCI) of South Florida Webinar, July 2020
- “Re-Opening Florida: Guidance for Businesses to Protect Themselves, Employees & Customers”, Gunster Webinar, May 2020
- “Wealth Planning and Estate Planning Issues Impacted by COVID-19”, Gunster Webinar, May 2020
- “CARES Act Webinar: A Deep Dive for Legal Professionals,” Gunster Webinar, April 2020
- “COVID Conversations”, Gunster Webinar Series, March 2020
- “Avoiding Discrimination Claims”, National Business Institute, November 2019
- “The #MeToo Era: Sexual Harassment Prevention and Response Tactics”, National Business Institute November 2019
- “Politics in the Workplace”, Florida Human Resources Council, October 2018
- “Viewing Harassment through the #MeToo Lens”, Florida Human Resources Council, May 2018
- “Discrimination and Harassment,” National Business Institute, 2018
- “Disciplining and Firing Employees,” National Business Institute, 2018
- “Sexual Harassment in the Workplace,” HRsimple, 2017
- “Troubleshooting HR Legal Nightmares: Wellness Programs that Invite Legal Liabilities,” National Business Institute, 2017
- “Troubleshooting HR Legal Nightmares: Improperly Documenting Discipline and Termination Decisions,” National Business Institute, 2017

## Professional Associations & Memberships

- Leadership Florida, Connect Class 12
- Palm Beach County Bar Association
  - Employment Law Committee 2015-17, 2022-present
  - Young Lawyer’s Section

## Civic & Community Service

- Achievement Centers for Children and Families Foundation
  - Ambassador Council, 2018
  - Board member, 2019-present
    - Secretary, 2020
    - Chair, 2021-present

- Chamber of Commerce of the Palm Beaches, Board of Directors, 2021-present
- Leadership Florida, Connect Class VII, Gulfstream, 2022
- Women's Foundation of Florida
  - Professional Development Committee, 2017-21
    - Co-Chair, 2019