



Joanne Rinardo

Partner

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Practices

Education Law

Labor & Employment

Constitutional Law

Industries

Insurance

Bar Admissions

Louisiana

Education

J.D., Loyola University of New Orleans, 1995

Ph.D., University of New Orleans, 1988

M.Ed., University of New Orleans, 1978

B.A., Louisiana State University, New Orleans, 1973

Ms. Rinardo defends clients in employment and constitutional claims. She is best known for litigation involving Title VII, Age Discrimination in Employment Act, Americans with Disabilities Act, Fair Labor Standards Act, and Family Medical Leave Act, as well as general employment claims. She also assists clients in developing best practices, policies and procedures to avoid claims.

Ms. Rinardo defended 60 EEOC and/or comparable state agency charges in a tri-state area over a two-year period with no findings of “cause” issued against the client. Ms. Rinardo provides consultation services regarding hiring and retention practices, training, developing policy, and drafting Employment Handbooks.

For almost twenty years, Ms. Rinardo worked as the administrator in a local school system during which time she supervised up to 75 employees.

She has also defended various government entities against due process and 1983 claims.

Professional Associations

- American Bar Association
- Federal Bar Association
- Louisiana Bar Foundation, Fellow
- Louisiana State Bar Association
- New Orleans Bar Association
- Association for Women Attorneys, Board Member, 1999-2004
- New Orleans Chamber of Commerce

Accolades

- *The Best Lawyers in America*® List, 2019-2020
- Warren E. Mouldoux Award for Ethics, Loyola School of Law

Representative Successes

- ***Sims v. Town of Haughton***
After obtaining a \$1,300 judgment on a motion to compel and deposing plaintiff, he agreed to dismiss all claims in exchange for Haughton not executing the judgment.
- ***Beans v. Fenton***
After winning several motions to compel, this case was settled for approximately 2% of the original demand.
- ***Campbell v. Nationwide***
Assisting Nationwide’s in-house counsel, the state claim against them for unfair employment practices was dismissed.

- **Vaughn v. Frankly Legal**
Procured a “no cause” determination from the EEOC.
- **Bryant v. Town of Washington**
After discussions with plaintiff’s counsel, he withdrew. Judge dismissed all federal and state claims against defendants before summary judgment was filed.
- **Seals v. Superior Options**
Woman a Rule 12(b)(6) Motion to Dismiss, federal claims were dismissed with prejudice and state claims without prejudice
- **Jones v. Habitat for Humanity**
An ADA claim, obtained a dismissal with prejudice of all claims after summary judgment status conference with Judge Africk.

Speaking Engagements

- “Electronic Security Issues for Schools,” National Business Institute Student Records Seminar, December 2015
- “Maintaining and Handling Student Records,” National Business Institute Student Records Seminar, December 2015
- “Taking a Closer Look at How Student Records Are Defined,” National Business Institute's Student Records Seminar, December 2011
- “Lawfully Managing Student Records Without Violating Privacy Rights,” National Business Institute’s Student Records Seminar, December 2011
- “Electronic Security Issues and School Policies,” National Business Institute's Student Records Seminar, December 2011

Publications

- “Human Resources Series - Recruitment and Selection: Part I of IV,” Guide to Termination and Separation of Employment for the Benefit of Medical Practices Without a Formal Human Resources Department, LAMMICO, November 2015
- “The Family and Medical Leave Act Cumulative Supplement,” Contributing Editor, ABA Section Labor and Employment Law