



Ruth Vafek

Partner

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An experienced employment lawyer, Ruth helps businesses identify, prevent and resolve workplace issues to minimize litigation risk and to maintain compliant workplaces. She also defends employers in individual and class actions and in regulatory enforcement actions and investigations.

Ruth's practice includes:

- Providing pragmatic, client-tailored employment law advice and counseling.
- Drafting employment agreements, employee handbooks and human resources policies and nondisclosure/confidentiality agreements.
- Leading internal investigations and resolving employee complaints and grievances.
- Representing employers and executive level employees in connection with negotiation and enforcement of restrictive covenants, such as noncompete agreements.
- Defending employers in litigation involving Title VII, ADA, ADEA and FLSA claims.
- Advising health care employers — including hospitals, skilled nursing facilities, mental health organizations and physician practices — on employment agreements and workforce issues.

Earlier in her career, Ruth worked as an in-house HR consultant for a California tech company, in the restaurant industry, and in government. This experience helps her provide practical legal advice because she understands the numerous constraints and variables that businesses manage every day.

Services

- Labor & Employment
- Employment Litigation
- Employment Counseling, Policy Development & Audits
- Health Law

Before Fox Rothschild

Ruth joined us from a Florida business law firm. She previously worked for a boutique Tallahassee firm.

Bar Admissions

- Florida

- Minnesota

Court Admissions

- U.S. Supreme Court
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida

Education

- Santa Clara University (J.D., *cum laude*, *Order of the Coif*, 2006)
- Goucher College (B.A., *with honors*, 2001)

Memberships

- American Bar Association
 - Labor & Employment and Intellectual Property Sections
- Minnesota State Bar Association
- Hennepin County Bar Association
- Society for Human Resource Management
- Florida Association of Women Lawyers
- Tallahassee Women Lawyers
- Tallahassee Bar Association

Board of Directors

- Housing Leadership Council, Former Board Member
- Urban League of Tallahassee, Former Board Member and Chair

Representative Work

- Defending employers in employment litigation involving Title VII, ADA, ADEA, and FCRA claims.
- Representing both employers and executive level employees in connection with restrictive covenants, such as noncompete agreements.
- Representing employers at the EEOC and FCHR.
- Investigating, advising employers, and resolving employee complaints and grievances.
- Drafting employment agreements, employee handbooks and policies, and non-disclosure/confidentiality agreements.
- Trademark and copyright registration and portfolio counseling.
- Negotiation and drafting of licensing and development agreements, including SaaS/PaaS agreements.
- Litigating all types of infringement and licensing dispute claims.
- Developed and negotiated groundbreaking Master Services Agreement allocating IP rights and obligations in order to facilitate functional joint research, development, and commercialization between multiple parties.