



Samantha Banks

Partner

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Samantha is an experienced litigator who centers her practice on commercial disputes and workplace matters.

She represents a broad range of clients in state and federal courts in cases that involve complex commercial litigation, business disputes, employment discrimination claims, restrictive covenants and wage claims.

Samantha's practice also includes advising employers regarding issues that arise in the workplace, including pre-litigation counseling and risk assessment, negotiating employment and noncompete agreements, and making personnel decisions. Samantha has substantial experience conducting internal investigations for corporate clients, private and public schools and universities. She is a certified Title IX investigator and decision-maker by the Association of Title IX Administrators (ATIXA).

Services

- Litigation
- Labor & Employment
- Employment Litigation
- Employment Counseling, Policy Development & Audits
- Higher Education
- White Collar Criminal Defense & Government Investigations
- Education

Representative Matters

- Obtained defense jury verdict on behalf of employer on age discrimination claim in the U.S. District Court for the Eastern District of Pennsylvania.
- Served as Title IX Investigator on behalf of higher education institutions regarding a student's claims of harassment.
- Defended global retailer in claims of breach of contract, fraud and antitrust violations.
- Defended hospital network in commercial dispute with a vendor in claims of breach of contract and negligent misrepresentation.
- Defended a political campaign in a lawsuit regarding false light and conspiracy claims.
- Argued in the U.S. District Court for the Eastern District of Pennsylvania on behalf of employers seeking summary judgment on claims of employment discrimination under the Americans with Disabilities Act, the Age Discrimination in Employment Act and the Family Medical Leave Act.
- Conducted internal investigations into executive-level misconduct claims and presented findings to Boards.

- Represented employer bringing breach of contract claim against an insurance broker for failing to obtain desired wage and hour insurance coverage.
- Defended public figure in federal and state employment discrimination claims.
- Conducted internal investigations into teachers' discrimination complaints on behalf of a public school district.
- Filed complaint and facilitated discovery in wage and hour class action brought under Pennsylvania's gaming regulations.

Beyond Fox Rothschild

Samantha provides pro bono legal services to the Support Center for Child Advocates and has previously served as pro bono counsel for the U.S. District Court for the Eastern District of Pennsylvania Prisoner Civil Rights Panel and the Pennsylvania Innocence Project.

She serves on the Board of Directors for the Friends of Young Scholars Charter School.

Before Fox Rothschild

Prior to joining Fox Rothschild, Samantha was partner in the litigation and employment law practice groups of a regional law firm.

While earning her law degree, Samantha served as a judicial intern for the Honorable Thomas Rueter of the U.S. District Court for the Eastern District of Pennsylvania. She was also the associate editor of Villanova School of Law's *Environmental Law Journal*, co-president of the Employment Law Society and an extern for the Pennsylvania Innocence Project.

Bar Admissions

- Pennsylvania
- New Jersey

Court Admissions

- U.S. Court of Appeals, Third Circuit
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, Western District of Pennsylvania

Education

- Villanova University School of Law (J.D., 2014)
- Lehigh University (B.S., *high honors*, 2011)

Board of Directors

- Friends of Young Scholars Charter School

Languages

- French Proficiency

Honors & Awards

- **Selected to the list of "Best Lawyers in America: Ones to Watch" for Commercial Litigation (2021-2026) and Labor & Employment Law - Management (2024-2026) in Philadelphia, PA**
This award is conferred by Best Lawyers. A description of the selection methodology is [available here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.
- **Selected to the "Super Lawyers - Rising Stars" list in Pennsylvania (2022)**
This award is conferred by Thomson Reuters. A description of the selection methodology is [available here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

Publications

April 7, 2025

Trump Administration Launches Title IX Investigations Team to Accelerate Enforcement

January 10, 2025

Federal Court Strikes Down 2024 Title IX Regs: Here's What's Next for School Districts

January 7, 2025

Stop Campus Hazing Act: First Federal Anti-Hazing Law Creates New Reporting Requirements for Higher Ed Institutions

July 22, 2024

New Title IX Regs on Hold in Some States: How Colleges and Universities Can Still Prepare for August 1 Effective Date

April 25, 2024

Title IX Amendments: What School Administrators Need to Know Now

March 8, 2022

May Day! Salaries for All to See in NYC Starting in May

New York Law Journal