

Ingrid H. Ponce



Shareholder

[Miami Office](#)

[Coral Gables Office](#)

iponce@stearnsweaver.com

Phone: 305-789-3385

PRACTICE AREAS

[Labor & Employment](#)

[Litigation & Dispute Resolution](#)

[Hospitality & Leisure](#)

[Education Law](#)

[Arts, Sports & Culture](#)

[Class Actions](#)

LANGUAGES

Spanish

OVERVIEW

Ingrid H. Ponce is a Shareholder in the Labor & Employment Department and a member of the firm's Board of Directors. Ingrid focuses her practice on employment litigation and counseling, including wage & hour issues, collective or class actions, sexual harassment, discrimination, retaliation and whistleblower claims. She partners with her clients to develop innovative approaches to solving employee issues. She is a frequent speaker on issues such as investigating harassment/discrimination claims, religious discrimination and EEO compliance. She also provides training to managers and employees on preventing workplace harassment, EEO compliance, FMLA, ADA, workplace violence, and litigation prevention.

Ingrid is a regular contributor to the firm's labor and employment law blog, [BeLabor the Point](#).

REPRESENTATIVE EXPERIENCE

Successfully represents clients in jury trials in both state and federal courts, and in appeals before the Eleventh Circuit Court of Appeals and Florida's Third District Court of Appeal.

Representation of clients in collective and class actions brought under the Fair Labor Standards Act and other federal and state laws.

Lead counsel of litigation teams that have secured summary judgment victories on behalf of various clients in cases

involving claims under Title VII of the Civil Rights Act of 1964, the Florida Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Florida Whistleblower Act, and other employment statutes.

Defense of employers in a variety of employment related lawsuits, including discrimination, harassment, retaliation, and other claims arising under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, the Florida Civil Rights Act, the Florida Whistleblower Act, the Fair Labor Standards Act, and other federal, state and local employment-related laws and regulations.

Frequently appears before the EEOC, as well as state and local EEO agencies, to defend clients against charges of discrimination and harassment; experience includes working with in-house legal or personnel departments to prepare position statements and other materials in response to such claims.

Counsels clients with respect to design and implementation of personnel policies and procedures, and reviews, drafts, and updates policies.

Conducts company-wide and supervisor/manager training in Spanish and English on a variety of topics, including preventing workplace harassment, EEO compliance, FMLA, ADA, workplace violence and litigation prevention.

Represented client in a successful appeal before Florida's Third District Court of Appeal. The Court reversed a \$2.5 million jury verdict against our client in a case that contributes significantly to existing case law on discrimination and retaliation in Florida.

PROFESSIONAL & COMMUNITY INVOLVEMENT

Breakthrough Miami, Board of Directors, 2014-2015

Labor and Employment Section, The Florida Bar, Member

St. Philip's Episcopal School, Board of Trustees, Member

RECOGNITION

South Florida Legal Guide, Top Lawyers in South Florida - Labor & Employment, 2017-2018; Top Up and Comers - Labor & Employment, 2015-2016

Florida Super Lawyers Rising Star, 2011-2013

AV Rated by *Martindale-Hubbell*

PUBLICATIONS & PRESENTATIONS

Events: "5 Steps to Protecting Company Secrets and Customers"
Brightline Training Seminar | | January 2019

Events: [All Rise! Decisions that are Changing the Way You Do Business](#)
Stearns Weaver Miller's 28th Annual Labor and Employment Law Seminar | | April 2018

Events: [Back to the FLSA Drawing Board](#)

Stearns Weaver Miller's 27th Annual Labor and Employment Law Seminar || May 2017

Publications: [Email Restrictions: Good Idea But Don't Hold Your Breath America](#)

BeLabor The Point Blog | April 2017

Publications: [New DOL Overtime Regulations On Hold – Now What????](#)

BeLabor The Point Blog | November 2016

Events: [Florida Advanced Skills for Wage and Hour Compliance](#)

2016 FLSA Master Class || October 2016

Events: [Full Steam Ahead: Keeping up with Title VII](#)

Stearns Weaver Miller's 26th Annual Labor and Employment Law Seminar || May 2016

Events: [Advanced FLSA for Hospitality](#)

Stearns Weaver Miller's 26th Annual Labor and Employment Law Seminar || May 2016

Publications: [The “Accidental” Termination?](#)

BeLabor the Point Blog | February 2016

Events: [Common Law Employment Claims](#)

The Florida Bar's 16th Labor and Employment Law Annual Update and Certification Review || January 2016

Publications: [Don't Fall Asleep Just Yet... A “New Test” to Decide When Interns Should be Paid](#)

BeLabor the Point Blog | October 2015

Events: [“La Oficina de mi Jefe” - Dealing with Workplace Telenovelas](#)

Stearns Weaver Miller's 25th Annual Labor & Employment Law Seminar || May 2015

Publications: [Wait for it!...Wait for it! \(But don't expect to get paid for it.\)](#)

BeLabor the Point Blog | December 2014

Publications: [Are Smartphone Breaks At Work A Good Idea?](#)

BeLabor the Point Blog | July 2014

Events: [Interactive “Employment Discrimination – Do Juries Carry A Full Set of Clubs?”](#)

Stearns Weaver Miller's 24th Annual Labor and Employment Law Seminar || May 2014

Publications: [Florida Employment Law Manual](#)

Florida Chamber of Commerce | January 2013

Events: [Referees Aren't the Only Whistleblowers](#)

Stearns Weaver Miller's 22nd Annual Labor and Employment Law Seminar || May 2012

Events: [A New Declaration of Independence: Consultants, Contingent Workers, Leased Employees and Independent Contractors](#)

Stearns Weaver Miller's 21st Annual Labor & Employment Law Seminar || May 2011

Events: [Social Networking Sites in Human Resources Screening](#)

Association of Legal Administrators Conference || June 2010

Events: [Crisis Management: When Bad Things Happen To Good Employers \(and What HR Can Do About It\)](#)

Stearns Weaver Miller's 20th Annual Labor and Employment Law Seminar || May 2010

Events: [IWork In The Digital Village](#)

Stearns Weaver Miller's 19th Annual Labor and Employment Law Seminar || May 2009

NEWSROOM

In the Media: [Introducing the Class of 2016](#)

South Florida Legal Guide || July 2016

Firm Announcements: [Stearns Weaver Miller Presents 26th Annual Labor & Employment Law Seminar](#)

| March 2016

Firm Announcements: [Stearns Weaver Miller Attorneys Recognized by South Florida Legal Guide 2016](#)

| January 2016

Firm Announcements: [Stearns Weaver Miller Presents 25th Annual Labor & Employment Law Seminar](#)

| April 2015

Firm Announcements: [Stearns Weaver Miller Attorneys Recognized by South Florida Legal Guide 2015](#)

| January 2015

Firm Announcements: [Stearns Weaver Miller Presents 24th Annual Labor and Employment Law Seminar](#)

| April 2014

EDUCATION

J.D., with honors, University of Florida College of Law, 1998

Order of the Barristers

B.A., *magna cum laude*, Rollins College, 1995

ADMISSIONS

Florida

U.S. District Courts, Northern, Middle and Southern Districts of Florida

