

## TERESA O. SIRIANNI

SHAREHOLDER



### AREAS OF PRACTICE

Public Entity & Civil Rights Litigation  
Employment Law  
School Leaders' Liability  
Premises & Retail Liability

### CONTACT INFO

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### ADMISSIONS

Pennsylvania  
2003

U.S. District Court Western District  
of Pennsylvania  
2003

### EDUCATION

Duquesne University School of  
Law (J.D., 2002)

Pennsylvania State University  
(B.S., 1995)

### HONORS & AWARDS

Best Lawyers in America®,  
Litigation – Labor and Employment  
2024

Pennsylvania Super Lawyer Rising  
Star  
2013

### ASSOCIATIONS & MEMBERSHIPS

Allegheny County Bar Association

### YEAR JOINED

2000

### OVERVIEW

Teresa is a strong advocate for her employment law, civil rights and municipal liability clients. In her role as an experienced litigator, Teresa represents school districts, school leaders, municipalities, police departments and various non-profit and corporate entities, in claims made and suits brought against them. She appears regularly in both the state and federal courts, representing clients in suits brought against them involving Section 1983 claims, Title VII actions, ADEA, ADA, FMLA and PHRA matters.

When called on to represent and defend school leaders and school districts, Teresa's experience and understanding in education law serve her clients well. She represents all types of education clients with a focus on Special Education Law, Due Process Student Rights, Bullying and Anti-Bullying Policies and Educator Due Process.

In addition to her experience as a litigator, Teresa represents employers and other professionals in various administrative matters; before the Pennsylvania Labor Relations Board, the National Labor Relations Board, the Pennsylvania Human Relations Commission, the Equal Employment Opportunity Commission, and multiple other administrative units including the Pennsylvania Department of Education, the Office for Dispute Resolution, the Office for Civil Rights and the State Ethics Commission. Teresa also consults with employers, school leaders and various types of public entities on matters including auditing, updating and revising personnel manuals and educational policies.

## THOUGHT LEADERSHIP

### **Legal Update for Special Education Law – Updates from the Pennsylvania Department of Education**

**Pittsburgh**  
**School Leaders' Liability**  
**June 1, 2024**

Commonwealth Court voids Pennsylvania Department of Education's newly imposed Age-Out Plan for failure to implement it in accordance with Pennsylvania Laws.\* Legal Update for Special Education Law – June 2024

### **Legal Update for Special Education Law – Updates from the Pennsylvania Department of Education**

**Pittsburgh**  
**School Leaders' Liability**  
**April 1, 2024**

Effective November 1, 2023, the Prior Written Notice for a Reevaluation and Request for Consent form were separated into into different forms, the Prior Written Notice for a Reevaluation form and the Request for Consent for a Reevaluation form.

### **Legal Update for Special Education Law – Updates from the U.S. Department of Education**

**Pittsburgh**  
**School Leaders' Liability**  
**April 1, 2024**

The Office of Special Education Programs (OSEP) recently released a new comprehensive guidance document to increase the understanding of the Individuals with Disabili

### **Potential Liabilities of Municipal Entities in Response to the COVID-19 Pandemic and Resultant Quarantine Requirements**

**Public Entity & Civil Rights Litigation**  
**June 1, 2020**

[Click here to see a sa](#)

### **EEOC Guidance on the PDA: Has Anything Changed?**

**Pittsburgh**  
**Employment Law**  
**December 1, 2014**

By Rebecca G. Yanos, Esq. & Teresa O. Sirianni, Esq.\* Key Points: Defense Digest, Vol. 20, No. 4, December 2014

### **CLASSES/SEMINARS TAUGHT**

*Employment Claims Involving Law Enforcement: Prepare to Defend*, The Western Pennsylvania Chiefs' of Police Association, November 19, 2021

*Effective Practices for General Educators in Inclusive Classrooms*, November 18, 2018

*The Role of the General Educator in the Special Education Process*, January 15, 2018

*How A Student Can Make A Successful Return to School – Liabilities and Responsibilities – Concussion Presentation*, February 28, 2014

*Employment Liability in the Cyber Age*, Marshall Dennehey / AIG Employment Seminar, Pittsburgh, PA, May 2, 2013

*Employment in Crisis: Workplace Security & Lessons from the Sandusky Case*, Marshall Dennehey, Erie, PA, October 11, 2012

Speaker on various topics involving employment claims and federal practice.

## **PUBLISHED WORKS**

"EEOC Guidance on the PDA: Has Anything Changed?" *Defense Digest*, Vol. 20, No. 4, December 2014

## **SIGNIFICANT REPRESENTATIVE MATTERS**

Successfully obtained a defense verdict following a jury trial in United States District Court for the Western District of Pennsylvania. Plaintiff alleged ADA (disability) discrimination and retaliation, ADEA (age) discrimination and ERISA retaliation regarding the elimination of his position in April 2018. Plaintiff's position was eliminated for the legitimate and non-discriminatory or retaliatory reason of fulfilling full utilization of the company's fleet of tankers. Following a three-day trial, including witness testimony from seven individuals, a panel of seven jurors unanimously returned a verdict in favor of our client, a regional trucking company.

Defense verdict for municipal employer against a former employee's claims that he was terminated in violation of the FMLA.

Obtained summary judgment in federal court on behalf of a school district employer alleged to have violated the ADA when it terminated plaintiff's employment in violation of various school policies.

Obtained an early dismissal of an employee's breach of contract claim wherein the employee alleged that the employer terminated his employment in violation of a union contract despite the employee's status as a probationary employee.

Successfully defended a police chief and municipal police department against plaintiff's claims of violations of his procedural and substantive due process rights under the Fourteenth Amendment and claims of defamation and intentional infliction of emotional distress. Obtained summary judgment on all of plaintiff's claims following aggressive discovery.

Obtained a complete dismissal of plaintiff's multiple civil rights claims on a motion to dismiss brought pursuant to the Fourth and Fourteenth Amendments and various other federal statutes against multiple police officers wherein Plaintiff claimed that the officers violated the knock and announce rule by not announcing their presence prior to entering plaintiff's apartment and arresting him.

Summary judgment secured for a non-profit corporation against former employee's claim of constructive discharge and allegations of disparate treatment, hostile work environment and retaliation.