



Of Counsel, Jacksonville  
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## Practices

- Employment Litigation

## Education

- Florida State University College of Law, J.D. 2015
- Florida State University, B.S. 2012

## Admitted to Practice

- Florida - S.D. Fla. 2024
- Florida - M.D. Fla. 2021
- Florida - N.D. Fla. 2019
- Florida 2016

Ross D. Vickers is of counsel in the Jacksonville, Florida, office of Jackson Lewis P.C. He provides preventative advice and counseling to employers in all types of workplace law matters and defends them in government actions and in litigation. He is an experienced jury trial attorney and has received two complete defense verdicts on age and gender discrimination claims tried in the United States District Court, Northern District of Florida.

Ross regularly defends employers from claims of interference, discrimination, harassment, and retaliation brought against them under various federal and state employment laws, including the Family and Medical Leave Act (FMLA), Title VII of the Civil Rights Act of 1964 (Title VII), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Rehabilitation Act, the Florida Civil Rights Act (FCRA), and the Florida Whistleblower Act (FWA). He also defends wage and hour actions for misclassification, failure to pay overtime, tip credit violations, and retaliation brought against employers under the Fair Labor Standards Act (FLSA), the Florida Minimum Wage Act (FMWA), and the Florida Constitution.

Ross is an aggressive litigator and a trusted counselor to executive leadership, management, human resources, and claims professionals. He spends all of his spare time with his wife, two children, and family dog exploring the trails and beaches of North Florida, traveling, and attending live sporting events.

## Honors and Recognitions

- *Florida Defense Lawyer's Association (FDLA)*, "James A. Dixon Young Lawyer of the Year" (2021)
- *Florida Super Lawyers®*, "Rising Stars" (2024)
- *The Best Lawyers in America®*, "Ones to Watch: Labor and Employment Law – Management" and "Ones to Watch: Litigation – Labor and Employment" (2025)

## Pro Bono and Community Involvement

- Child Guidance Center (CGC), Member, Board of Directors

## Published Works

- "Class Expansion Demands Employer Action: Reducing Liability for Sexual Orientation and Gender Identity Discrimination" *Florida Defense Lawyers Association's (FDLA) Volume 41, No. 1 of Trial Advocate* (March 2022) [Author]

## Speeches

- "Employee Handbook Essentials: Crafting Policies to Avoid Legal Landmines," Medical Group Management Association (MGMA), (April 10, 2025) (co-presenter)
- "Avoid Costly Mistakes: Navigating the ADA and FMLA with Confidence," Medical Group Management Association (MGMA), (March 13, 2025) (co-presenter)
- "FLSA Fundamentals: Top 10 Compliance Challenges and How to Overcome Them,"

Medical Group Management Association (MGMA), (February 13, 2025) (co-presenter)

- “HR for Non-HR Professionals,” Medical Group Management Association (MGMA), (November 14, 2024) (presenter)
- “The FLSA: 86 Years Young,” Wage and Hour Committee and Labor and Employment Law Section of The Florida Bar (Webcast, October 2024) (panelist)
- “Preventing and Managing Claims: Discrimination, Harassment, and Retaliation,” Society for Human Resource Management, Jacksonville Chapter (SHRM) (May 17, 2024) (presenter)
- “Top 10 Recent Developments in Employment Law,” Society for Human Resource Management, Jacksonville Chapter (SHRM) (Webcast, August 2023) (presenter)
- “Sex Discrimination: Employer Liability and Practical Risk Management Solutions,” Florida Defense Lawyer’s Association (FDLA) (Webcast, January 2022) (presenter)
- “War Stories – Effective Litigation Defense Strategies,” Professional Liability Attorney Network (PLAN) (Webcast, July 2021) (presenter)
- “Metrics, Technology, and Professionalism,” Florida Defense Lawyer’s Association (FDLA) (Webcast, January 2021) (presenter)