

Sara A. Begley

SHAREHOLDER

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Sara Begley is an employment litigator who defends global corporations and organizations in high-stakes litigation. The ultimate problem-solver, she is known for her business savvy and her results-driven approach to solving complex, high-profile matters. She is considered a “go-to” employment lawyer to conduct sensitive investigations and advise C-suite executives and corporate boards on crisis management. Sara’s expertise has been recognized in Chambers USA, Best Lawyers in America, The Legal 500 USA, Pennsylvania Super Lawyers, the Philadelphia Business Journal, and The Legal Intelligencer.

Sara has a particular experience in defending companies in systemic investigations and enforcement actions by the U.S. Equal Employment Opportunity Commission (EEOC). She also has extensive experience in defending hospital systems in complex mass tort actions involving allegations of sexual assault. In addition, she provides strategic counsel and defense to law firms and in house legal departments when attorneys bring whistleblower or discrimination claims against their employers.

Sara is deeply committed to pro bono work and has dedicated significant time to humanitarian projects, such as assisting Haitian women victimized by sexual violence following the 2010 earthquake. In 2012 and 2013, she traveled to Haiti to investigate claims of sexual/political oppression and to aid in securing shelter and medical care. She worked with various non-governmental organizations (NGOs) to investigate complaints and to develop policies and procedures to prevent sexual assault. She also volunteers her time to Big Brothers Big Sisters of America and Philadelphia Community Legal Services.

She also spearheaded the Women in the Courtroom Symposium and led the global Women's Initiative at one of her prior firms. She is committed to and passionate about the advancement of women in the profession.

Education

- Georgetown University Law Center (LL.M.)
- University of Dayton School of Law (J.D.)
- University of Dayton (B.A., *cum laude*)

Capabilities

- Labor & Employment
- Employment Litigation, Arbitration & Dispute Resolution
- Employment Advice & Investigations

Bar Admissions

- Pennsylvania
- New Jersey

Court Admissions

- U.S. Court of Appeals for the Third Circuit
- U.S. District Court, Middle District of Pennsylvania
- U.S. District Court, Western District of Pennsylvania
- All Federal Courts in Pennsylvania
- State of Pennsylvania
- All Federal Courts in New Jersey
- State of New Jersey

Memberships

- Working Mother Best Law Firms for Women, Advisory Board Member
- Community Legal Services of Philadelphia, Leadership Council Member

Recognition

- Named “North America Labor & Employment Lawyer of the Year” at the IFLR Women in Business Law Awards, 2025
- Selected for inclusion in *Best Lawyers in America*® for:
 - Litigation – Labor and Employment, 2018-2026
 - Employment Law – Management, 2015-2026
- Ranked in *Chambers USA: America's Leading Lawyers for Business*, Labor and Employment, 2015-2025
- Selected for inclusion in *Pennsylvania Super Lawyers* magazine, 2012-2024
- Named “Labor & Employment Star, Northeast” by *Benchmark Labor & Employment*, 2018
- Named among “Women of Distinction” by *Philadelphia Business Journal*, 2018
- Ranked by *The Legal 500 USA* in Workplace and Employment Counseling, 2017-2018
- Ranked by *The Legal 500 USA* in Labor and Employment Disputes (Including Collective Actions): Defense, 2015-2018
- Recognized by *The Legal Intelligencer* among “Women of the Year,” 2012
- Recognized by *The Legal Intelligencer* as a “Best Law Firm Mentor,” 2023

Matters

Discrimination Harassment

- Serves as one of the lead partners representing a major manufacturer in state-wide class action litigation involving complex and novel claims of discrimination and harassment.
- Obtained summary judgment, affirmed by the U.S. Court of Appeals for Third Circuit, in multi-plaintiff race discrimination/harassment case involving allegations of racially derogatory postings, racial epithets by a supervisor and claims of failure to promote and other disparate treatment.

- Obtained summary judgment in a case involving allegations of race discrimination and retaliation by a former employee who claimed that client's employee handbook, as it relates to attendance, was applied unfairly and unequally because of race.
- Granted summary judgment in favor of communications client on race, retaliation and national origin discrimination claim.
- Obtained defense verdict in favor of client after a three-week jury trial; claims included age and disability discrimination.
- Obtained defense verdict in favor of client after 2.5-week jury trial; claims included race discrimination and retaliation. Successfully obtained complete withdrawal of plaintiff's claim of sexual harassment and retaliation following jury trial.
- Obtained motion to dismiss in representation of a major energy company in a disability discrimination suit brought under Title III of the Americans with Disabilities Act (ADA), alleging multiple failures to provide accessible public accommodations at eight gas stations.
- Obtained summary judgment, affirmed by the U.S. Court of Appeals for the Third Circuit, for a health care provider against multiple claims of national origin, age and race discrimination in a failure-to-hire case, as well as allegations under Title VI based on the client's receipt of federal funding through Medicare payments.
- Obtained dismissal of race discrimination and retaliation claim filed by a long-term African-American employee who alleged that the client violated the collective bargaining agreement when certain managers disqualified him from his position as a management representative and also alleged that the client's discipline policy discriminates against African-American employees; motion to dismiss was granted, with no appeal filed and no monetary sum paid to plaintiff.
- Successfully handled a disability discrimination action brought by a management employee of more than 20 years; settlement was reached in court as trial was scheduled to begin, with client paying no attorneys' fees to plaintiff's counsel and providing funds only to bridge retirement eligibility.
- Litigated nationwide civil rights class action, earning a nuisance settlement in client's favor.