



## CONTACT

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### PRACTICE AREAS

Labor & Employment  
E-Discovery & Records Management

### EDUCATION

University of Virginia School of Law  
(J.D., 2005)

University of Virginia  
(B.A., with distinction, 2002)  
Phi Beta Kappa

Scott P. Horton is a Partner in the Firm's Labor & Employment and E-Discovery & Records Management practice groups. He concentrates his practice in the representation of private and public sector employers, advising them with respect to federal and state employment laws, including Title VII, the Family and Medical Leave Act, the Fair Labor Standards Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the New York State Human Rights Law, and the federal and New York State WARN Acts.

His practice includes employment-related litigation before federal and state courts. He also represents employers in administrative agency proceedings, including before the New York State Division of Human Rights, the National Labor Relations Board, the New York State Public Employment Relations Board, and the United States Equal Employment Opportunity Commission. He is a frequent lecturer on a full range of labor issues, with particular emphasis on the implications of social media in the workplace.

Mr. Horton is admitted to practice in New York State and before U.S. District Court for the Western and Northern Districts of New York. He is a member of the American and New York State Bar Association, Labor & Employment Sections; Bar Association of Erie County, Labor Law Committee; Organization of Public Employer Negotiators; Labor and Employment Relations Association of Western New York; National Association of College and University Attorneys; and Social Media Club Buffalo. He also serves on the ProZoo Board of the Buffalo Zoological Society. Mr. Horton is listed in *Who's Who in Law*, published annually by the *Business First of Buffalo*.