

August 28 - Code Enforcement: **New Government Lawyer Series** **Best Practices in Civil Code Enforcement**

SPEAKERS:

Shannon O'Connor focuses her practice on municipal and governmental liability, professional liability, general liability, and matters involving employment and labor. She defends clients in a range of matters in both federal and state court, and has taken nearly 10 trials to verdict in the Northern District of New York on Section 1983 civil rights matters and Title VII employment discrimination cases. She also has significant appellate experience, and has submitted several briefs to the U.S. Court of Appeals for the Second Circuit.

Shannon has extensive experience representing both public and private clients before state and federal administrative agencies, and counsels and represents a wide variety of employers on matters including age discrimination, the Americans with Disabilities Act (ADA), and New York State Human Rights Law, and other state and federal statutes. She has handled numerous claims before the U.S. Equal Employment Opportunity Commission (EEOC) and the New York State Division of Human Rights (DHR), securing findings of no probable cause of discrimination. She has also represented property owners and municipal housing authorities before DHR and the U.S. Department of Housing and Urban Development (HUD) in claims alleging violations of the Fair Housing Act, securing findings of no probable cause.

Shannon also counsels governments and municipal entities on a wide variety of employment and labor and other liability matters. Her experience here includes drafting a body camera policy for the police department of the city of Troy, New York. In 2016 and after a rigorous application process that included peer review and a written examination, Shannon was named a Local Government Fellow of the prestigious International Municipal Lawyers Association (IMLA), a non-profit organization based in Washington, D.C. that serves as a legal resource for local government attorneys. The IMLA Fellows program recognizes highly skilled attorneys practicing in the field of local government law. Shannon also serves as IMLA's New York State Co-Chair.

Janet Spugnardi currently serves as the Deputy City Attorney for Irving, Texas, where she handles transactional, litigation and appellate matters for the City on a wide variety of issues. Janet has spent the past 15 years representing governmental entities in all aspects of municipal law. Prior to joining the City of Irving, Janet worked in private practice for a boutique municipal law firm representing several government entities, where her practice focused on federal and state litigation and appeals involving annexation, civil rights, employment, land use and zoning, eminent domain, contract disputes and tort claims of personal injury and wrongful death. Janet began her municipal law career at the City of Dallas where she handled extensive civil litigation involving code ordinances, land use and zoning, criminal nuisance abatement, and inverse condemnation. Janet has lectured at numerous conferences and training seminars, and has co-authored several papers and articles on a broad range of topics concerning government entities. Janet was the 2016 recipient of the Susan Rocha Award from the Texas City Attorneys Association for outstanding public service by an assistant city attorney, the 2013 recipient of the Daniel J. Curtin Young Public Lawyer of the Year Award from the International Municipal Lawyers Association, and a recipient of the 2012 International Municipal Lawyers Association Amicus Service Award. She is a graduate of Texas Christian University and earned her J.D. from Southern Methodist University.