



# Fallon A. Dungan

## Associate

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Labor & Employment

📞 215.246.3162

✉️ [fdungan@archerlaw.com](mailto:fdungan@archerlaw.com)

## Overview

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Fallon represents and advises clients in all areas of labor and employment law, ranging from daily counseling through litigation. She guides employers through issues such as employee discipline and termination, reasonable accommodations, leave entitlements, wage and hour issues, and human resource policies and handbooks, as well as ensures compliance with federal and state employment laws. She has extensive experience with restrictive covenants and trade secret protection.

Clients appreciate Fallon's approachability, thoroughness, and commitment to understanding their unique challenges, needs and goals. She prioritizes clear communication and collaboration, ensuring that clients feel supported and informed throughout the legal process. Fallon values client relationships built on responsiveness and trust, and finds great satisfaction in contributing to their success.

Fallon defends employers in litigation matters involving Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and the Fair Labor Standards Act. She conducts internal employment investigations on behalf of clients, makes recommendations, and prepares employer responses to administrative charges, including charges before the Equal Employment Opportunity Commission and Pennsylvania Human Relations Commission. Additionally, she provides anti-harassment, discrimination and retaliation training for employees at all levels and trains managers, human resource professionals, and compliance officers on conducting lawful and effective workplace investigations.

To help her clients succeed, Fallon puts their objectives first in leveraging her skills in identifying and analyzing multifaceted legal and factual issues, critically evaluating options, and formulating comprehensive strategies.

She especially thrives on unpacking and solving various types of complicated legal puzzles that have real-world effects on a client's business operations.

Prior to joining Archer, Fallon was an associate in a Pennsylvania-based law firm focused on litigation and employment-related matters.

## Credentials

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### Education

- Pennsylvania State University, JD, *magna cum laude*
- Pennsylvania State University, BA

### Admissions

- Pennsylvania
- Virginia

### Offices

- Philadelphia, PA

## Areas of Focus

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### Practice

- Higher Education
- Labor & Employment

