

Gregory A. Manousos

Partner

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Overview

Greg Manousos is a litigator and counselor to colleges, universities, medical institutions, independent schools, businesses, non-profit organizations, and retailers. In-house counsel, human resources professionals, and heads of school look to Greg for experienced, day-to-day employment law advice and for practical and creative ways to maintain compliance with the wide range of employment laws while also achieving institutional and business objectives. He helps clients navigate discrimination and harassment claims, Family and Medical Leave Act claims, denial of tenure claims, wage and hour disputes, litigation involving non-competition agreements, and compliance with diversity, equity and inclusion goals and requirements. Greg also works with colleges, universities, and independent schools in handling sensitive and complex litigation involving students, including cases involving sexual misconduct, other behavioral issues, and academic matters. A seasoned trial attorney, Greg has tried more than 15 cases to verdict in jury trials, bench trials, arbitrations, and before administrative agencies.

Greg is a member of Morgan, Brown & Joy's management committee, providing leadership and advising the firm on strategic and operational matters. For over twenty years, Greg has been part of MB&J. In addition, Greg actively contributes to Boston-based organizations outside of the firm whose missions are rooted in diversity, equity and inclusion. Greg is currently in leadership roles on the boards of directors for both BalletRox and Hearth, Inc., working closely with highly diverse communities across the city.

In his litigation practice, Greg appears regularly before federal and state courts, as well the Equal Employment Opportunity Commission, Massachusetts Commission Against Discrimination (MCAD), U.S. Department of Labor, and numerous other enforcement agencies throughout New England and beyond. As an MCAD-certified

trainer, Greg conducts sexual harassment and discrimination prevention training for managers, faculty, and non-supervisory employees. A recognized leader, Greg is a frequent speaker and participant at regional and national conferences hosted by the National Association of College and University Attorneys (NACUA), the Association of Independent Schools in New England (AISNE), and the Massachusetts and Boston Bar Associations.

Prior to joining the firm, Greg served as counsel to the Massachusetts Commission Against Discrimination. He prosecuted numerous discrimination and sexual harassment cases, represented the Commission in Massachusetts' trial and appellate courts, and counseled the MCAD commissioners and staff on legal and policy matters. He played a key role in drafting MCAD Guidelines on the Massachusetts Maternity Leave Act and the MCAD Guidelines on Disability Discrimination. Greg continues to work closely with state and federal antidiscrimination enforcement agencies, and he has served annually as a faculty member at the MCAD's harassment and discrimination training program, and at an EEOC-sponsored litigation training seminar for agency lawyers and investigators across New England.

Greg has extensive experience advocating for and defending his clients. A sampling of his recent work includes:

- Obtaining a defense verdict in a complicated jury trial involving claims of discrimination and retaliation by a current employee.
- Successful in getting all of the plaintiff's claims of discrimination dismissed upon summary judgment in a denial of tenure case at a higher education institution in Boston.
- Obtaining a very successful resolution of a complicated claim involving a faculty member accused of sexual harassment by former students.
- Successfully arguing before the First Circuit Court of Appeals in an age discrimination claim involving a former store manager, obtaining a decision affirming the full dismissal of the case by the Federal District Court.
- Receiving a successful defense verdict after a week-long trial at the Massachusetts Commission Against Discrimination in a case involving claims of discrimination and retaliation.
- Representing a university in navigating a resolution to a complicated matter involving the sexual assault of a student.
- Provided pro bono legal representation on a host of legal matters to the nonprofit organizations on which he serves as a board member, including BalletRox, which provides underprivileged Boston youth with a chance to dance, and Hearth, whose mission involves ending elder homelessness.

Greg represents clients across many fields and industries, including:

- Nearly two dozen institutions of higher education across Massachusetts, including Harvard University, Massachusetts Institute of Technology, Tufts University, College of the Holy Cross, Amherst College, Mount Holyoke College, Williams College, University of Massachusetts, Bentley University, Merrimack College, and Wentworth Institute of Technology.

- Health care and life sciences organizations such as Mass General Brigham, Brigham & Women’s Hospital, Boston Children’s Hospital, Harvard Medical School, Shriners Hospitals for Children, Takeda Pharmaceuticals, Goldfinch Biopharma, and Corbus Pharmaceuticals.
- Independent schools, including Northfield Mount Hermon, Phillips Exeter Academy, Cambridge School of Weston, Deerfield Academy, Eaglebrook School, Perkins School for the Blind and The Rashi School.
- Leading business institutions and technology companies, including Oracle, BAE Systems, Draper Laboratory, Grubhub and Harvard Management Company.
- National and regional retailers such as GameStop and Walgreens.
- Non-profit organizations such as Partners in Health, National Consumer Law Center, National Board of Medical Examiners, Hearth, BalletRox, Lappin Foundation and Fine Arts Work Center of Provincetown.

Awards & Recognition

- Elected to the American Employment Law Council (www.aelc-law.org)
- Massachusetts Super Lawyer, Employment & Labor, 2007 – present
- Massachusetts Super Lawyer, Rising Stars, Employment & Labor, 2004 – 2007
- Best Lawyers, Litigation – Labor and Employment; Employment Law – Management
- Boston Magazine Top Lawyer, 2021

News & Publications

- 20 Morgan, Brown & Joy Attorneys Honored by The Best Lawyers in America© 2023
- Morgan, Brown & Joy’s Gregory A. Manousos to Present at BBA’s Annual Higher Education Legal Conference
- Greg Manousos Quoted in Forbes Article on NFL Sexual Harassment Allegations
- Several Morgan, Brown & Joy Attorneys Named to Boston Magazine’s Inaugural “Top Lawyers” List
- Morgan, Brown & Joy Announces 22 Attorneys Recognized by 2021 Massachusetts Super Lawyers
- 18 Morgan, Brown & Joy Attorneys Recognized by The Best Lawyers in America© 2022

Community Involvement & Pro Bono

- BalletRox, President of the Board of Directors (www.balletrox.info)
- Hearth, Inc., Treasurer and member of the Board of Directors (www.hearth-home.org)
- NACUA Journal of College and University Law, Advisory Committee
- Congregation B’nai Shalom, Finance Committee member and legal advisor

Memberships

- American Employment Law Counsel
- National Association of College and University Attorneys (NACUA)
- Association of Independent Colleges & Universities in Massachusetts (AICUM)
- Association of Independent Schools in New England (AISNE)
- United Educators' Defense Counsel Advisory Committee
- Massachusetts and Boston Bar Associations

Bar Admissions

- Massachusetts
- Connecticut

Court Admissions

- First Circuit Court of Appeals
- Second Circuit Court of Appeals
- United States District Court, Connecticut
- United States District Court, Massachusetts

Education

- Boston University, B.A., 1992
- Suffolk University Law School, cum laude, 1995