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Gregory A. Manousos

Partner

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Overview

Greg Manousos is a litigator and counselor to colleges, universities, medical institutions, academic medical centers, independent schools, businesses in a wide range of industries, 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, denial of tenure claims, managing employee leaves, 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, academic matters, and general negligence claims. A seasoned trial attorney, Greg has tried more than 15 cases to verdict in jury trials, bench trials, arbitrations, and before administrative agencies. He has handled many high-profile cases and skillfully assists clients in navigating litigation and public relations concerns in cases that have drawn significant media scrutiny.

Greg has been part of MB&J for more than twenty-five years. He is a member of Morgan, Brown & Joy's management committee, providing leadership and advising the firm on strategic and operational matters, and he serves as the firm's General Counsel. In addition, Greg actively contributes to Boston-based organizations outside of the firm whose missions are rooted in diversity, equity, and inclusion. Greg currently serves as the Board Chair of Abilities Dance Boston, a modern dance company and nonprofit organization which gives people

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of all physical and mental abilities the chance to express themselves artistically and professionally. He also serves in a board leadership role as a member of the Executive Committee of Hearth, whose mission is to end elder homelessness in Boston and beyond, and he is the immediate past Board President of BalletRox, an organization whose mission is to empower Boston's youth through dance and arts education. Greg also serves as a *pro bono* legal advisor to Embrace Boston, which works at the intersection of arts, culture, community, policy, and research to dismantle structural racism. In each role, he has worked 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 Education, 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:

- Successfully arguing before the First Circuit Court of Appeals in a claim of discrimination and retaliation against a university, in which the Court affirmed the lower court's grant of summary judgment on all counts.
- Obtaining a defense verdict on behalf of an international manufacturing firm in a complicated jury trial involving claims of discrimination and retaliation by a current employee.
- Successfully 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.

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- 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 and a historical pattern of a faculty member grooming students.
- Provided *pro bono* legal representation on a host of legal matters to the nonprofit organizations on which he serves as a board member and/or legal advisor, including Embrace Boston, Hearth, Partners in Health, and Martha's Vineyard Community Services.

Greg represents clients across many fields and industries, including:

- More than two dozen colleges and universities across Massachusetts and throughout New England;
- Major Boston hospitals, academic medical centers, and community-based hospitals and medical institutions;
- Biotechnology and life sciences organizations, including many start-up and well-established companies;
- Independent schools across New England;
- Leading business institutions and technology companies;
- National and regional retailers;
- National and local non-profit organizations involved in health equity, arts, social justice, and consumer protection.

Awards & Recognition

- Selected for inclusion in the *Chambers and Partners: USA Guide*, 2024-present
- Selected for inclusion in *The Best Lawyers in America®,* 2021-present
- Named a *Boston Magazine* Top Lawyer
- Named a "Go To Employment Lawyer" by *Massachusetts Lawyers Weekly*
- Elected to the American Employment Law Council (www.aelc-law.org)
- Selected for inclusion in the Top 100: Massachusetts Super Lawyers, 2026
- Selected for inclusion in Massachusetts Super Lawyers, Employment & Labor, Employment Litigation, 2007 – present
- Named a Recommended Leading Employment Lawyer (Employer Representation) in Doyle's Guide 2026

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News & Publications

- For 24th Year, Chambers and Partners Ranks Morgan, Brown & Joy as a Top-Tier Firm for Labor and Employment in Massachusetts
- Morgan, Brown & Joy Announces 21 Attorneys Recognized by 2026 Massachusetts Super Lawyers
- Morgan, Brown & Joy Partner Gregory A. Manousos Presents at Flaschner Judicial Institute Workshop, "Panel Voir Dire: Practical Tools and Techniques"
- Morgan, Brown & Joy Partner Gregory A. Manousos Presented at The Cranberry Group Spring 2026 Risk Management Forum
- Morgan, Brown & Joy Partner Gregory A. Manousos Appointed Chair of Abilities Dance Boston's Board of Directors
- Morgan, Brown & Joy's Jaclyn L. Kugell Co-Chairs MCLE's 28th Annual Employment Law Conference; Gregory A. Manousos Presents on "Navigating Employment Law Under President Trump"

Community Involvement & Pro Bono

- Abilities Dance Boston, Chair of the Board of Directors (www.abilitiesdanceboston.org)
- Hearth, Inc., member of the Board of Directors, immediate past Treasurer, and Executive Committee member (www.hearth-home.org)
- Embrace Boston: pro bono legal advisor on labor and employment matters to non-profit organization working to dismantle structural racism (www.embraceboston.org)
- NACUA Journal of College and University Law, Advisory Committee
- Congregation B'nai Shalom, Chair of the Development & Stewardship Committee, Strategic Planning Committee member, member of the Finance Committee, and legal advisor
- BalletRox, Immediate Past President of the Board of Directors (www.theballetrox.org)

Memberships

- National Association of College and University Attorneys (NACUA)
- NACUA Committee on Virtual Programming

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- 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
- American Employment Law Counsel

Bar Admissions

- Massachusetts
- Connecticut
- New Hampshire

Court Admissions

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

Education

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

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