

Karen E. Romito

Of Counsel

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Overview

Karen Romito is an employment lawyer with extensive experience representing employers. She handles virtually all kinds of administrative proceedings before the Massachusetts Commission Against Discrimination and the Equal Employment Opportunity Commission. She also litigates employment matters in state and federal courts and drafts and negotiates effective settlement and employment agreements for clients.

Karen's practice includes conducting internal investigations and employee interviews concerning allegations of discrimination, harassment and retaliation in the workplace. She analyzes relevant factual and legal issues to recommend appropriate legal defense and/or settlement strategies. She also defends companies in connection with Equal Employment Opportunity Commission (EEOC) and state agency employment discrimination investigations. Human resources professionals look to her excellent advice on discrimination, harassment, retaliation, employee misconduct and leaves of absence, and compliance with state ethics laws.

Karen first worked on Morgan, Brown & Joy's team as an associate from 2002 to 2004. She rejoined the firm after working for the Massachusetts Port Authority for over ten years. She was the sole in-house employment counsel while at the Massachusetts Port Authority, where, in addition to defending the authority in connection with Equal Employment Opportunity Commission (EEOC) and state agency employment discrimination investigations, she was a member of a multi-departmental emergency response Threat Assessment Team and investigated complaints involving threats of violence in the workplace. Karen's experience also includes working as a litigation associate in a mid-sized Boston firm, focusing exclusively on employment litigation and tort defense for a Fortune 100 retailer.

Awards & Recognition

- *The Best Lawyers in America*®, Employment Law – Management, 2026

News & Publications

- 25 Morgan, Brown & Joy Attorneys Selected for Inclusion in The Best Lawyers in America© 2026 Edition
- Massachusetts Port Authority's Associate Chief Legal Counsel Karen E. Romito Re-Joins Morgan, Brown & Joy

Memberships

- Massachusetts Bar Association, Employment Law Section

Bar Admissions

- Massachusetts

Court Admissions

- First Circuit Court of Appeals
- Federal District Court for Massachusetts

Education

- Wellesley College, B.A., 1990
- Suffolk University Law School, J.D., cum laude, 1996