



Matthew J. Bakota

Partner

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Dayton, OH

Tel: (937) 586-2629

Matthew focuses his practice on business and commercial disputes and labor and employment matters. He is an experienced litigator and certified by the Ohio State Bar Association as a specialist in labor and employment law. Matthew's experience in a variety of areas has made him a reliable, efficient, and responsive resource for organizations that appreciate having an outside attorney who can provide support in multiple areas of their business. Matthew's litigation background, which includes bench and jury trials, gives clients access to experience-based assessments of the benefits and potential risks of contemplated courses of action, especially where litigation for or against the client must be part of the assessment.

Matthew's experience includes non-compete, unfair competition, and trade secret disputes, real estate disputes, contract disputes, zoning-related matters, and the defense of insured clients against a wide range of liability claims. He also counsels clients on day-to-day employment decisions that implicate a variety of state and federal employment laws, and works with them on drafting, implementing, and applying their workplace policies, including updating employee handbooks. Where employment claims are made against an organization, Matthew is experienced in conducting workplace investigations and in defending employers against discrimination, retaliation, and harassment cases before state and federal government agencies and in court. Where an employer has unfair competition concerns about current or former employees, clients appreciate Matthew's quick action, creative solutions, and no-nonsense approach to pursuing emergency injunctive relief against unlawful conduct, such as the threatened theft/misuse of a client's most valuable trade secrets and proprietary/confidential business information.

Matthew also regularly represents landlords and property managers in responding to and defending against charges alleging violations of local, state, and federal fair housing laws. This includes housing discrimination charges filed before HUD and various state and local agencies.

Services

- Litigation
- Labor
- Employment

Education

- University of Akron School of Law (J.D., *magna cum laude*, 2005)
- Ohio University (B.S., *magna cum laude*, 2002)
 - E.W. Scripps School of Journalism

Bar Admissions

- Ohio
- Kentucky

Court Admissions

- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Southern District of Ohio
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Western District of Kentucky

Affiliations/Memberships

- Miami Valley Human Resources Association, Past President, Current Board Member and Chair of Government Relations Committee
- Dayton Lawyers Club

Publications

October 9, 2024

Trade Secret Protection as a “Trade-Off” for Non-Competes

December 30, 2020

Why Rental Property Owners Shouldn’t Defend Themselves Against a Fair-Housing Complaint