



Matthew J. Bakota

Partner
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Dayton, OH
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Matthew focuses his practice on labor and employment matters and business and commercial litigation. He is certified by the Ohio State Bar Association as a specialist in labor and employment law, is certified as a Professional in Human Resources (PHR) through HRCI, and has received training as a “Civil Rights Investigator” through ATIXA. He counsels employers on day-to-day employment decisions that implicate a variety of state and federal employment laws. He also works with employers on drafting, implementing, and applying their workplace policies, including updating employee handbooks. Matthew is also experienced defending employers against discrimination, retaliation, and harassment allegations in matters before state and federal government agencies and in litigated claims.

He has successfully represented many employers in disputes with employees suspected of violating non-competition, non-solicitation, confidentiality, and other restrictive covenants. His quick action, creative solutions, and experience in pursuing injunctive relief on behalf of employers helps them obtain relief against unfair competition and threatened theft/misuse of their most valuable trade secrets and proprietary business information.

In addition to his experience in labor and employment matters, Matthew has been recognized for several years as an Ohio/Kentucky Super Lawyer in business litigation. He has significant experience representing clients in contract and related disputes at all phases of litigation, including jury trials, and in arbitration.

Matthew also regularly represents landlords responding to and defending against charges alleging violations of local, state, and federal fair housing laws. These include housing discrimination charges filed with the Ohio Civil Rights Commission and HUD.

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)

Bar Admissions

- Ohio
- Kentucky

Court Admissions

- U.S. Court of Appeals for the Sixth Circuit

Affiliations/Memberships

- Miami Valley Human Resource Association, president

Publications

December 30, 2020

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