



MICHAEL ROSSITER

Associate
Employment

Orange County
(714) 641-3459
mrossiter@rutan.com

Michael Rossiter represents and counsels employers in all areas of employment law, including harassment, discrimination, retaliation, employment agreements, wage and hour issues, and employment policies.

Michael has represented employers in trials and appellate proceedings before the California Court of Appeal and the Ninth Circuit Court of Appeals. Notably, Michael has succeeded numerous times in getting cases dismissed before they even go to trial through summary judgment or similar methods. Michael is a creative problem solver who prides himself on exceptional client service.

In law school, Michael was the Symposium Editor for Chapman Law Review and was voted “Most Inspirational” by the class of 2008. In 2018, Michael was selected by Super Lawyer Magazine as a Southern California Rising Star. He is a graduate of the ABOTA Trial Advocacy Program and the OCBA Trial Advocacy Program and has volunteered his time as a high school mock trial coach and attorney mentor.

Representative Matters

- On behalf of the employer, prepared and argued a motion for summary judgment resulting in a dismissal of the plaintiff’s claims for sexual harassment, retaliation, gender discrimination, and age discrimination under the Fair Employment and Housing Act as well as provisions of the California Labor Code.
- Lead trial attorney for an employer against an employee alleging sexual harassment and medical discrimination under the Fair Employment and Housing Act. Obtained a favorable jury verdict awarding the plaintiff only a nominal sum despite alleging a high six-figure damage claim.
- Lead trial attorney for an employer against an employee alleging racial discrimination and sexual harassment under the Fair Employment and Housing Act. Obtained a jury verdict in favor of the employer and sought costs against the plaintiff.
- On behalf of the employer, prepared and argued a motion for summary

Related Services

- Employment
- Employment Litigation and Government Agency Proceedings
- Employment Practices Counseling
- Wage and Hour Litigation

Bar & Court Admissions

- State Bar of California
- Utah State Bar

Education

- Chapman University School of Law (J.D., 2008)
- Brigham Young University (B.A., 2003)

judgment resulting in a dismissal of harassment and discrimination claims by multiple plaintiffs under the Fair Employment and Housing Act.

- Second-lead trial attorney for an employer against an employee alleging discrimination against military personnel under the Uniformed Services Employment and Reemployment Rights Act. Obtained a favorable jury verdict awarding only a fraction of the plaintiff's claimed damages saving the employer over \$2 million.
- On behalf of the employer, prepared and argued a motion for summary judgment resulting in a dismissal of the plaintiff's disability discrimination claim under both the federal American's with Disabilities Act and California's Fair Employment and Housing Act.
- Second-lead trial attorney for an employer against an employee alleging race discrimination, retaliation, and harassment based on race under the Fair Employment and Housing Act. Obtained a jury verdict in favor of the employer and sought costs against the employee.