

Teresa O. Sirianni

Shareholder

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Teresa is a strong advocate for her employment law, civil rights and municipal liability clients. In her role as an experienced litigator, Teresa represents school districts, school leaders, municipalities, police departments and various non-profit and corporate entities, in claims made and suits brought against them. She appears regularly in both the state and federal courts, representing clients in suits brought against them involving Section 1983 claims, Title VII actions, ADEA, ADA, FMLA and PHRA matters.

When called on to represent and defend school leaders and school districts, Teresa's experience and understanding in education law serve her clients well. She represents all types of education clients with a focus on Special Education Law, Due Process Student Rights, Bullying and Anti-Bullying Policies and Educator Due Process.

In addition to her experience as a litigator, Teresa represents employers and other professionals in various administrative matters; before the Pennsylvania Labor Relations Board, the National Labor Relations Board, the Pennsylvania Human Relations Commission, the Equal Employment Opportunity Commission, and multiple other administrative units including the Pennsylvania Department of Education, the Office for Dispute Resolution, the Office for Civil Rights and the State Ethics Commission. Teresa also consults with employers, school leaders and various types of public entities on matters including auditing, updating and revising personnel manuals and educational policies.

A member of the Allegheny County Bar Association, Teresa is recognized among The Best Lawyers in America® for 2024 and 2025 in the areas of Litigation – Labor and Employment and was recognized as a Best Lawyer in 2025 in the area of Employment Law – Management. Notably, Teresa was also recently inducted as a Fellow of the Academy of Trial Lawyers of Allegheny County, a community of trial lawyers committed to improving the civil trial process, preserving the jury system and enhancing the quality of trial advocacy in Allegheny County. Fellows must have significant trial experience and

Practices

- Public Entity & Civil Rights Litigation
- Employment Law
- School Leaders' Liability
- Premises & Retail Liability

exhibit the highest levels of ethical standards and professionalism.

Teresa is admitted to practice before the United States District Court for the Western District of Pennsylvania and all Pennsylvania state courts.

Education

- Thomas R. Kline School of Law of Duquesne University (J.D., 2002)
- The Pennsylvania State University (B.S., 1995)

Admissions

- Pennsylvania, 2003
- U.S. District Court Western District of Pennsylvania, 2003

Honors & Awards

- The Best Lawyers in America©, Education Law (2026-2027)
- The Best Lawyers in America®, Employment Law – Management (2025-2027)
- The Best Lawyers in America©, Litigation – Labor and Employment (2024-2027)
- Pennsylvania Super Lawyer Rising Star (2013)

Associations & Memberships

- Allegheny County Bar Association
- Academy of Trial Lawyers of Allegheny County

Classes/Seminars Taught

- *A Primer on Pursuing and Defending Remedies and Damages*, The Annual Allegheny County Bar Association's Labor and Employment Symposium, November 14, 2024
- *Employment Claims Involving Law Enforcement: Prepare to Defend*, The Western Pennsylvania Chiefs' of Police Association, November 19, 2021
- *Effective Practices for General Educators in Inclusive Classrooms*, November 18, 2018
- *The Role of the General Educator in the Special Education Process*, January 15, 2018
- *How A Student Can Make A Successful Return to School – Liabilities and Responsibilities* – Concussion Presentation, February 28, 2014
- *Employment Liability in the Cyber Age*, Marshall Dennehey / AIG Employment Seminar, Pittsburgh, PA, May 2, 2013
- *Employment in Crisis: Workplace Security & Lessons from the Sandusky Case*, Marshall Dennehey, Erie, PA, October 11, 2012
- Speaker on various topics involving employment claims and federal practice.

Published Works

Significant Representative Matters

- Successfully obtained a defense verdict following a jury trial in United States District Court for the Western District of Pennsylvania. Plaintiff alleged ADA (disability) discrimination and retaliation, ADEA (age) discrimination and ERISA retaliation

regarding the elimination of his position in April 2018. Plaintiff's position was eliminated for the legitimate and non-discriminatory or retaliatory reason of fulfilling full utilization of the company's fleet of tankers. Following a three-day trial, including witness testimony from seven individuals, a panel of seven jurors unanimously returned a verdict in favor of our client, a regional trucking company.

- Defense verdict for municipal employer against a former employee's claims that he was terminated in violation of the FMLA.
- Obtained summary judgment in federal court on behalf of a school district employer alleged to have violated the ADA when it terminated plaintiff's employment in violation of various school policies.
- Obtained an early dismissal of an employee's breach of contract claim wherein the employee alleged that the employer terminated his employment in violation of a union contract despite the employee's status as a probationary employee.
- Successfully defended a police chief and municipal police department against plaintiff's claims of violations of his procedural and substantive due process rights under the Fourteenth Amendment and claims of defamation and intentional infliction of emotional distress. Obtained summary judgment on all of plaintiff's claims following aggressive discovery.
- Obtained a complete dismissal of plaintiff's multiple civil rights claims on a motion to dismiss brought pursuant to the Fourth and Fourteenth Amendments and various other federal statutes against multiple police officers wherein Plaintiff claimed that the officers violated the knock and announce rule by not announcing their presence prior to entering plaintiff's apartment and arresting him.
- Summary judgment secured for a non-profit corporation against former employee's claim of constructive discharge and allegations of disparate treatment, hostile work environment and retaliation.

Thought Leadership

July 1, 2025

Legal Update for Special Education Law – Case Law Update

June 1, 2024

Legal Update for Special Education Law – Updates from the Pennsylvania Department of Education

April 1, 2024

Legal Update for Special Education Law – Updates from the U.S. Department of Education

April 1, 2024

Legal Update for Special Education Law – Updates from the Pennsylvania Department of Education