

Ryan A. Hancock

Partner

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Ryan Allen Hancock is a fierce advocate for the rights of individuals in employment law matters. He has successfully litigated a broad range of discrimination matters including claims involving sexual orientation, religious accommodation, disability, race, sex and denial of employment based on a criminal record.

He also represents clients in wage and hour and whistleblower matters and in contract disputes and formation and internal investigations. Ryan has served as co-lead counsel in several class action lawsuits and has appeared before a variety of federal district and appellate courts on behalf of plaintiffs.

Ryan chairs the firm's Employment Law Group. Before joining Willig, Williams & Davidson, he was Assistant Chief Counsel with the Pennsylvania Human Relations Commission, the Commonwealth's civil rights enforcement agency. He is the principal author of the Commission's proposed policy entitled *Disparate Impact Discrimination Implications Related to a Denial of Employment Based on a Criminal Record*.

After law school, Ryan clerked in Camden County Superior Court, Criminal Division for the Honorable David G. Eynon. He co-founded and is currently Board Chair for the Philadelphia Lawyers for Social Equity (PLSE) and its Criminal Record Expungement Project (C-REP).

WHAT INSPIRES ME ABOUT MY WORK

"I am inspired every day by my clients' tenacity despite coming to me in times of crisis. It's a privilege and honor to gain their trust and fight alongside them to rebuild their lives."



AWAY FROM WORK

“I don’t have any down time! As a co-founder and chair of Philadelphia Lawyers for Social Equity, I stand with others to work toward just outcomes for low-income individuals who have had contact with the Pennsylvania criminal justice system. When I was at the Pennsylvania Human Relations Commission, I saw how many people were being denied access because of their record. Everything we do is on behalf of someone who’s been harmed. We are the voice of the voiceless and the powerless.”

Practice Areas

- Political and Legislative Action
- Union Elections
- Union Officer Training and Education
- Family and Medical Leave (FMLA)
- Unemployment Compensation
- Class and Collective Actions
- Expungements / Collateral Consequences
- Sexual Harassment
- Discrimination
- Negotiation / Executive Contracts / Noncompete Agreements / Severance
- Retaliation / Free Speech / Whistle Blowing / Wrongful Termination
- Employment Law
- Overtime and Unpaid Wages

Education

- Rutgers School of Law – Camden (J.D. , 2003)
- University of the Arts, Philadelphia (B.F.A. , 1999)

Honors and Awards

- Recognized by *The Best Lawyers in America*®, 2018 – present
- Pennsylvania Super Lawyers (Thomson Reuters), 2017 – present



- Philadelphia Bar Association's PNC Achievement Award, 2018
- Philadelphia's 3rd Senatorial District Community Service Award, 2017
- Public Interest Law Center, Pro-Bono Partner of the Month, August 2015
- Author of *The Double Bind: Obstacles to Employment and Resources for Survivors of the Criminal Justice System*, 15 U. Pa. J.L. & Soc. Change 515 2011-2012

Associations

- Philadelphia Lawyers for Social Equity, Co-Founder and Board Chair, 2010-Present
- Part-Time Lecturer, Rutgers School of Law, Camden, NJ – Instructed Students on Trial Advocacy Techniques, 2016 – present
- National Employment Lawyers Association
- Philadelphia Bar Association
- Bethesda Project's Young Professional Advisory Board, Member, 2013-2015
- MENTOR, First Judicial District of PA, Steering Committee, 2013-2015
- Previous Member of the Board, Penn Law's *Journal of Law & Social Change*
- Supervising Attorney, Penn Law's International Human Rights Advocates (IHRA)
- Member of the Bethesda Project's Young Professional Advisory Board, 2011 to 2013
- Part-time Lecturer on Trial Advocacy at Rutgers School of Law, 2016 to present