



## Scott H. DeHart

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**Scott H. DeHart** represents public and private sector employers in litigation in federal and state courts, arbitrations, civil service appeals, and administrative proceedings. Scott's practice also covers private and public sector labor law, including the negotiation of collective bargaining agreements, impasse proceedings, and defending unfair labor practice (ULP) charges. Scott completed his B.S. in Human Resources at Wright State University and his J.D. at New York Law School.

Before joining Zashin & Rich in 2016, Scott pursued a full-time career as a Human Resources practitioner, serving as HR Manager for the Cincinnati Association for the Blind and Visually Impaired, and as Director of HR for Columbia University's School of Engineering. Scott holds HR certifications from the HR Certification Institute (PHR) and the Society for Human Resource Management (SHRM-CP).

Scott leverages his hands-on HR experience to assist clients with a broad range of HR projects and programs, including: drafting and updating Affirmative Action Plans; conducting staffing studies; benchmarking salaries and benefits; designing compensation systems; drafting and revising employee handbooks and policies; conducting workplace investigations; and developing performance management tools. Scott is also a frequent presenter on topics including: civility and bullying; discrimination, harassment and retaliation; recruiting and selection; background checks; social media; workplace investigations; effective supervision; performance management; ethics; and wage & hour compliance.

Outside of the office, Scott enjoys spending time with his wife and four children, playing the acoustic guitar, and serving in his church community.

## Education

New York Law School

J.D., *Summa Cum Laude*, 2016

Wright State University

B.S., *Summa Cum Laude*, 2009

Human Resources & Business Management

## Admissions

State: Ohio

Federal: U.S. Court of Appeals for the Sixth Circuit

Federal: U.S. District Court, Southern District of Ohio

Federal: U.S. District Court, Northern District of Ohio

## Memberships

Ohio State Bar Association

Columbus Bar Association

## Commendations

Super Lawyers Rising Star (2023 – 2025)



“Peace if possible, truth at all costs.”

– Martin Luther