

Emily McDonough Souza

Counsel

203.324.8113

esouza@goodwin.com

[View Full Bio](#)



Emily McDonough Souza is counsel in the Employment and Labor practice at Shipman, where she evaluates, investigates and litigates employment-related disputes for a broad range of clients, both public and private sector, advising employers and reviewing policies for compliance on matters including FMLA, ADA, discrimination avoidance, disability, and accommodations. She also provides training to HR professionals and managers on various employment-related issues, including sexual harassment prevention.

When litigation becomes inevitable, Emily defends employers against claims of discrimination, retaliation, wage and hour disputes and contractual violations. She has experience with workplace investigations and litigates cases in both state and federal courts. Additionally, she represents employers before the Connecticut Commission on Human Rights and Opportunities (CHRO), the United States Equal Employment Opportunity Commission (EEOC) and the Connecticut Department of Labor (CTDOL).

Emily is very active in her community, currently serving on the Board of Directors for the non-profit Beth-El Center, Inc., located in Milford, and previously serving as an elected representative on the Board of Education for the City of Milford. She also volunteers as pro bono attorney for the Lawyers for Children America, representing children who are the subject of abuse and neglect petitions.

Prior to joining Shipman, Emily practiced in the areas of employment litigation and commercial litigation for a regional law firm. She has served as a Law Clerk for the Honorable Eliot D. Prescott of the Connecticut Appellate Court.

Distinctions

- Listed in Best Lawyers: Ones to Watch® in America: *Insurance Law* (2021-2026); *Labor and Employment Law - Management, Litigation - Labor and Employment* (2025-2026)
- Listed as a Connecticut Super Lawyer Rising Star®: *Employment & Labor* (2022-2024)
- New Leaders in the Law, *Connecticut Law Tribune* (2021)
- Executive Managing Editor, *Quinnipiac Law Review*
- University of Connecticut Honors Program

Professional Affiliations

- Connecticut Bar Association
- New Haven County Bar Association
- New Haven Inn of Court

Community Involvement

- Beth-El Center, Inc., Board of Directors
- Volunteer Attorney, Lawyers for Children America, Inc.

Credentials

Education

- Quinnipiac University School of Law, J.D., 2014, magna cum laude
- University of Connecticut, B.S., 2010, magna cum laude

Bar Admissions

- Connecticut, 2014

Court Admissions

- U.S. District Court, District of CT