

Peter J. Murphy

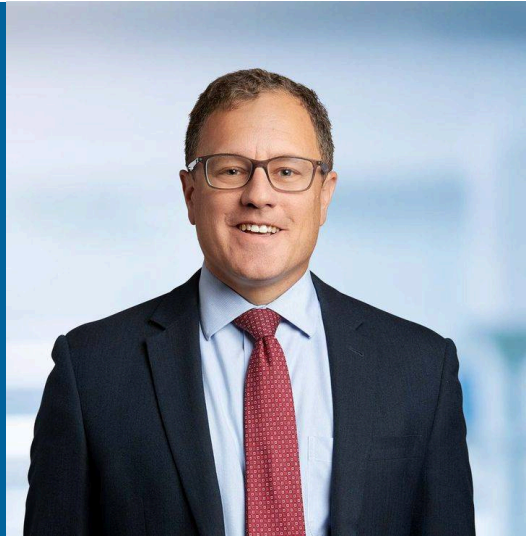
Partner

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Hartford

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Peter Murphy is a partner in the firm's Employment and Labor and School Law practice groups. An accomplished counselor and litigator, Peter helps public- and private-sector clients anticipate and respond to the increasingly complex body of state and federal laws governing the employer-employee relationship. He provides persistent, forward-thinking counsel that helps educational institutions, healthcare companies, insurers and other entities minimize the likelihood of disputes. When employee claims and lawsuits do arise, Peter draws on his negotiating skills and courtroom experience to resolve conflicts quickly and judiciously.

Peter has successfully litigated workplace disputes involving many of today's most pressing and rapidly evolving issues, including:

- Discrimination based on implicit bias with respect to gender identity, sexual orientation, national origin, the results of background checks, and other factors
- Class and collective actions based on wage and hour compliance
- Conflicts between employees' free-speech rights and employers' rights to monitor and discipline personnel based on social media activity

Peter advises clients at every step, including:

Dispute avoidance counseling and training. Peter understands that the easiest — and most cost-effective — lawsuit to defend is the one that is never filed. Whether through a quick phone call or more extensive counseling, he regularly advises clients on the development, documentation and dissemination of workplace policies and handbooks; Family and Medical Leave Act (FMLA) and

Americans with Disabilities Act (ADA) compliance (including reasonable accommodations); employee discipline, termination and performance management; and compliance with state and federal education laws and regulations, among other areas.

In addition to his risk-mitigation counsel, Peter routinely represents clients before administrative agencies such as the U.S. Department of Labor, the U.S. Equal Employment Opportunity Commission and the Connecticut Commission on Human Rights and Opportunities.

Litigation and arbitration. As a trusted litigator for public and private schools, colleges and universities, and other educational institutions, Peter has successfully represented clients in court and settlement negotiations, before American Arbitration Association panels, and in other alternative dispute resolution (ADR) forums. He has handled matters as diverse as breach of contract claims, teacher terminations under § 10-151, Title IX claims brought by students and employees, due-process hearings and related appeals to federal courts, and claims brought by parents or other members of the community.

Peter also has worked extensively with insurers and other clients to resolve cases involving wage-and-hour issues, discrimination and harassment, FMLA interference and retaliation, federal and state constitutional matters, Uniformed Services Employment and Reemployment Rights Act (USERRA) compliance and workers' compensation retaliation.

Due to his commitment to the legal profession and his significant experience as a litigator, Peter has been appointed as a fact-finder, arbitrator and attorney trial referee in the Connecticut Superior Court, and as a mediator of the Office of Public Hearings at the CHRO.

Peter is actively involved in his community, holding positions on the boards of several non-profit organizations in the Hartford area. He is the former chair of the Hartford Hospital Young Leaders Advisory Council and an executive committee member of the Connecticut Bar Association's Labor & Employment Section. Peter also served for several years as an adjunct professor for the first-year Moot Court class at the University of Connecticut School of Law, and was a member of the Criminal Justice Act panel for the United States District Court in Connecticut.

Distinctions

- Listed in The Best Lawyers in America®: *Litigation - Labor and Employment* (2026)
- Listed as a Connecticut Super Lawyer®: *Employment Litigation: Defense* (2015-2024)
- Listed as a Connecticut Super Lawyer Rising Star®: *Employment Litigation: Defense* (2013-2014), *Schools & Education* (2010-2012)
- 40 Under Forty, *Hartford Business Journal* (2014)
- ABA Litigation Section *Litigation News*, Contributing Editor

- O'Connell, Flaherty & Attmore Scholar; First-Year Honors Program
- Sarah N. Cohen and Elizabeth S. Bossler Scholarship
- Class of 1970 Scholarship
- *Connecticut Law Review*, Articles Editor

Teaching Positions

- University of Connecticut School of Law: Former Adjunct Professor, Moot Court

Professional Affiliations

- American Bar Association: Labor and Employment Law Section; Litigation Section
- Connecticut Bar Association: Labor & Employment Law Section, Executive Committee Member; Young Lawyers Section; Co-Chair, Federal Practice Committee (2008-2009) and Co-Chair, Education Law Committee (2010-2012)
- Hartford County Bar Association
- National Association of College and University Attorneys

Community Involvement

- Connecticut Convention & Sports Bureau: Board Member
- Hartford Youth Scholars Foundation: Former Board Member
- Key Human Services, Inc.: Former Board Member
- Hartford Hospital Young Leaders Advisory Council: Former Chair and Executive Committee Member
- Emanuel Lutheran Church (Hartford, CT): Treasurer

Credentials

Education

- University of Connecticut School of Law, J.D., 2003, with honors
- Fairfield University, B.A., 1997

Bar Admissions

- Massachusetts, 2004
- Connecticut, 2004

Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals for the Second Circuit, 2005
- U.S. District Court, District of CT, 2005
- U.S. District Court, District of MA