Shumaker

Patrick J. Duggan

PARTNER, PUBLIC SECTOR INDUSTRY SECTOR CO-CHAIR

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LinkedIn VCard



Experienced in both state and federal courts, Patrick practices employment law and litigation primarily on behalf of management in a variety of complex workplace disputes. He has an extensive background both representing a variety of governmental entities and public sector employees in Florida, including in law enforcement, fire and rescue, and education as well as private sector businesses. Patrick is one of three Shumaker lawyers who represent the School Board of Sarasota County.

Patrick routinely advises employers regarding a wide range of workplace concerns, such as discrimination, collective bargaining, harassment, retaliation, and other hiring and contractual matters. He also represents employers in pre-litigation matters before the Equal Employment Opportunity Commission (EEOC), the Department of Labor (DOL), and the Florida Commission on Human Relations (FCHR). His specific litigation practice areas include:

- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Florida Civil Rights Act
- Florida Whistleblower Act
- Genetic Information and Nondiscrimination Act (GINA)
- Open government and open meeting laws

SERVICE LINE

Labor & Employment

INDUSTRY SECTOR

Health Care
Manufacturing
Public Sector
Sports, Entertainment & Hospitality

PRIMARY LOCATION

Sarasota, FL

- Title VII
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Worker Adjustment and Retraining Notification Act (WARN)
- Law enforcement use of force
- Title IX

After earning his law degree from the Stetson University College of Law, Patrick served as an Assistant State Attorney in Sarasota and Manatee counties, where he prosecuted some of the area's most notorious criminals. He also served as in-house counsel for the Sarasota County Sheriff's Office for eight years. As a result, Patrick possesses extensive knowledge of governmental affairs, constitutional law, and criminal law, and he was formerly a registered lobbyist before Florida's executive branch and lobbied before the state's Constitutional Revision Commission. In his free time, Patrick enjoys spending time with his family.

BAR & COURT ADMISSIONS

Florida, 2004

United States District Court, Middle District of Florida

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Child Protection Center, Board of Directors
- Safe Place and Rape Crisis Center (SPARCC), past Chair, former Board Member (2016-2026)
- Greater Sarasota Chamber of Commerce, Board of Directors (2025 – Present)
- Sarasota County Gator Club, Board Member
- Sarasota Tiger Bay Club. Board Member
- Judicial Advisory Commission, Middle District of Florida (118th Congress)
- Sarasota County Bar Association, Member
- The Federalist Society – Sarasota Chapter Executive Committee Member
- The Florida Association of Police Attorneys, Member
- Florida School Board Attorneys Association, Member
- The Ringling College Library Association, 2017 Town Hall Lecture Series Former Chair

HONORS

- *SRQ Magazine*: Elite Top Attorneys, Labor and Employment, 2020 – 2022

EDUCATION

J.D., Stetson University College of Law, 2004

B.A., with honors, History, University of Florida, 2000

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