

Jack B. Hemenway II

Partner

jhemenway@fbtgibbons.com | 513.870.8204

9277 Centre Pointe Drive
Suite 300
West Chester, OH 45069

Industries

Manufacturing

Industrials

Mobility

Practice Areas

Government Services

Labor & Employment

Municipal, Townships & Counties

Schools, School Districts & Universities

Bar Memberships

Ohio

Jack is the Vice Practice Group Leader of the Government Services Practice Group and serves as general counsel for employers in the public and private sectors including school districts, municipalities, and townships. He focuses his practice with an emphasis on labor and employment matters, including collective bargaining negotiations, grievances and labor arbitrations, unfair labor practice charges, employee discipline and termination, employment discrimination and harassment. As a former small business manager, Jack has a unique understanding of the operational issues his clients face and uses that experience to find creative and practical solutions to problems.

Jack handles complex and sensitive employment investigations, including sexual harassment under Title IX and race, sex, age, and disability discrimination and retaliation under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Family and Medical Leave Act. Jack represents clients in employment litigation in state and federal courts, as well as in administrative proceedings before the Equal Employment Opportunity Commission, Ohio Civil Rights Commission, and the Ohio State Employment Relations Board. He also provides training and advises clients on compliance with these various discrimination laws.

In his school practice, Jack counsels boards of education and school administrators on policy issues and provides guidance in all areas of legal compliance associated with operating a school system. Jack helps his clients navigate ethics laws as well as public record and open meeting requirements. He represents school clients in student discipline and student privacy matters and

advises schools on Constitutional matters, including First Amendment. Jack enjoys co-teaching a graduate level school law course at Miami University for future school administrators.

Other Info About Jack

Education

University of Dayton School of Law, J.D., 2014, *cum laude*
Editor-in-Chief, *University of Dayton Law Review*

Wittenberg University, B.A., Business Management, 2007

Clerkships

Externship for the Honorable Judge Thomas M. Rose in the U.S. District Court, Southern District of Ohio.

Recognition

Selected for inclusion in *Ohio Rising Stars®,* 2024

Dean's Fellow, University of Dayton School of Law

CALI Award, Civil Trial Practice

CALI Award, Employment Law

Featured Articles

U.S. Department of Education Issues Long-Awaited Revised Title IX Regulations

U.S. Department of Education Releases Proposed Changes to Title IX Regulations

New Ohio Law Limits Ability of School Boards to File Property Tax Complaints

Ohio Clarifies that Juneteenth Is a Paid Holiday for Nonteaching Employees Who Work 11 or 12 Months Per Year

New Ohio Law Provides Further Flexibility to Ohio Schools for the 2021-2022 School Year

Ohio Adds ‘Juneteenth Day’ as Holiday for Counties, Townships, and Schools

Juneteenth Declared Holiday in Ohio and the U.S.: What are Political Subdivision Impacts?

Supreme Court Sends Transgender Bathroom Case Back to Court of Appeals

Trump Administration Revokes Administrative Guidance Regarding Transgender Student Rights in Schools

Sixth Circuit Refuses to Overrule Injunction Requiring School to Allow Transgender Student to use Restroom Based on Gender Identity

SCOTUS Blocks Order Requiring School to Allow Transgender Student Access to Bathroom Matching Their Gender Identity

Federal Government directs public schools to allow transgender students to use bathroom that matches their gender identity

The Effects of the State Biennial Budget on Ohio School Districts

Guidance regarding English learner students equal access to high-quality education

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