

## RYAN ALLEN HANCOCK

1845 Walnut Street, 24<sup>th</sup> Floor, Philadelphia, PA 19103  
(215) 656-3679 rhancock@wwdlaw.com

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### BAR ADMISSIONS

Admitted in Pennsylvania and the U.S. District Court, Eastern District of Pennsylvania  
Application for Admission in New York Currently Pending

### LEGAL EXPERIENCE

- 10/2014-Present **Of Counsel, Willig, Williams & Davidson, Philadelphia, PA**
- Counsels and represents clients in matters relating to sexual harassment, discrimination, retaliation and whistleblower actions, wrongful termination, employee benefits, overtime and wage and hour concerns, and employment agreements, including contract negotiation, non-compete agreements, and severance.
- 01/2005-10/2014 **Assistant Chief Counsel, PA Human Relations Commission, Philadelphia, PA**
- Conducts all aspects of complaint investigation, settlement negotiations, settlement compliance monitoring, prosecution, and enforcement of hundreds of complaints of unlawful discrimination in violation of Pennsylvania's civil rights laws in the areas of employment, public accommodation, housing, and education.
  - Prepares pleadings, motions, legal opinions, investigative reports, requests for documents, requests for admissions, subpoenas, subpoena enforcement actions, replies to preliminary hearing requests, analyzes statistical evidence, interviews witnesses and conducts all aspects of administrative, state, and federal court proceedings.
  - Conducts depositions, participated in dozens of cases at trials before administrative law judges, prepared post-hearing briefs, and prepared appellate briefs in state and federal court to enforce Pennsylvania's civil rights laws. Issued 120 Finding of Probable Cause determinations and litigated ten Public Hearings as lead counsel, appeared before the Commonwealth Court seventeen times, and the Pennsylvania Supreme Court three times.
  - Filed *Amicus Curiae* briefs and argued in the United States District Court, Eastern District of Pennsylvania, on issues of first impression such as whether Gender Identity Disorder is a disability under the Pennsylvania Human Relations Act and the scope of proper removal under the Federal Question Doctrine.
  - Created and implemented the Commission's Criminal Record Initiative to investigate and prosecute complex cases of criminal record disparate impact claims which violate the provisions of Pennsylvania's civil rights laws. Principal author of the Commission's Proposed PHRC Guidance: *The Disparate Impact Discrimination Implications of a Denial of Employment Based on a Criminal Record*, 39 Pa.B. 6845.
  - Extensive experience in conducting legal trainings, providing technical assistance, and developing stakeholder relationships through community outreach and educational efforts to the general public, private industry, public officials, and civil rights groups on the use of criminal records in employment, housing, and various civil rights laws.
  - Develops policy guidance and legal recommendations on pending legislation for Commissioners and Commission Executives.
  - Created, implements, and supervises the inter-disciplinary summer law clerk program and supervises law students from the University of Pennsylvania Law School's Civil Rights Law Project and PHRC Externship program.
- 06/2011–08/2013 **Convener, Drexel Summer Theory Institute (DSTI), Earle Mack School of Law, Philadelphia, PA**
- Instructed students on assigned works of social and critical theory as they related to their summer public interest work. Reviewed papers, assigned readings, and led class discussions.
- 09/2003-09/2004 **Law Clerk, Honorable David G. Eynon, Camden County Superior Court, Camden, NJ**

Drafted memoranda and opinions on post conviction relief review, suppression motions, and bail and sentencing reductions. Conducted landlord/tenant settlement conferences.

12/1999-01/2001 **Case Manager, Resources for Human Development, Philadelphia, PA**  
Interviewed and counseled dual diagnosed clients, advocated for clients' benefits and connected clients to a wide range of social services to foster self sufficiency.

## **PUBLIC INTEREST/PRO BONO**

11/2010-Present **Board Director, Philadelphia Lawyers for Social Equity (PLSE), Philadelphia, PA**  
Co-founded PLSE, a Philadelphia based 501(c)3 legal aid organization that is dedicated to working with the community to reduce the collateral effects of criminal records utilizing direct representation, advocacy, and public education through its Criminal Record Expungement Project ("C-REP") and Fair Employment Opportunities Project ("FEOP").

C-REP represents clients during the expungement process in the Court of Common Pleas. FEOP is a partnership between PLSE, the Lawyers' Committee for Civil Rights Under Law, the Public Interest Law Center of Philadelphia, and a panel of pro bono lawyers from the private bar. FEOP brings strategic litigation on behalf of job applicants whose rights under CHRIA have been violated by current or potential employers.

Oversees the University of Pennsylvania Law School C-REP legal clinic and supervises pro bono legal staff and law student volunteers in assisting people clear their criminal and/or arrest records. Oversees the filing of *Amicus Curie* briefs in various courts around criminal record collection and dissemination issues. Oversees the creation of internal policies and procedures; develops relationships with various stakeholders; cultivates connections to current and future donors; and manages grant writing, publicity, and community outreach.

04/2013-Present **MENTOR, First Judicial District of PA, Steering Committee, Philadelphia, PA**  
Assisted with the creation and continues to participate in the development of an experimental reentry court initiative with the First Judicial District Court of the Philadelphia Court of Common Pleas.

10/2012-12/2014 **Young Professional Advisory Board Member, Bethesda Project, Philadelphia, PA**  
Increases awareness of homelessness throughout the Philadelphia community, raises funds for the Bethesda Project, and encourages and participates in volunteerism related to homelessness.

01/2008-03/2009 **Legal Fact Finding Delegate, Lahore University of Management Sciences, Lahore, PK**  
Traveled to Pakistan on an international legal fact finding delegation to investigate the circumstances and implications for judicial independence following the Pakistani state of emergency in November 2007. Engaged in public and private diplomacy; lectured at law schools, governmental and non-governmental organizations; and organized speaking tours in the U.S. for the Chief Justice of Pakistan, as well as office holders of the Pakistani Bar Association.

## **EDUCATION**

**Rutgers School of Law-Camden, Camden, New Jersey, J.D., May 2003**

**Research:** Independent Legal Research 2002, Advisor Professor Bruce Afran – "Fighting Bigotry Through Civil Damages"

**University of Baltimore School of Law, Baltimore, Maryland, September 2000 through May 2001**

**University of the Arts, Philadelphia, Pennsylvania, B.F.A., May 1999**

## **PUBLICATION**

*The Double Bind: Obstacles to Employment and Resources for Survivors of the Criminal Justice System*, 15 U. Pa. J.L. & Soc. Change 515 2011-2012.

(Co-Authored) *Expungements: The Silver Lining of the Crimes Code*, Pennsylvania Bar Institute No. 2013 -7349 Vol. 2.

## **RECOGNITION**

07/2014 – Certificate of Appreciation from the U.S. District Court for the Eastern District Supervision to Aid Reentry (STAR) Court.

2010 and 2011– Pro Bono Supervisor of the Year, International Human Rights Advocates, University of Pennsylvania Law School.

01/2008-01/2009 – Advisory Board Member, University of Pennsylvania Journal of Law & Social Change.

## **SELECTED SPEAKING ENGAGEMENTS, PRESENTATIONS, AND FILM APPEARANCES**

11/18/2014 – University of Pennsylvania Law School – “Invisible Punishment: Criminal Convictions and Employment Discrimination.”

11/14/2014 – Pennsylvania Bar Institute – “HRCs: Working Towards Welcome - New Thinking in Our Communities.”

06/12/2014 – Philadelphia Trans-Health Conference – “Making a Federal (or State) Case Out of It: Using Civil Rights Complaints Processes.”

05/22/2014 – Pennsylvania Legal Aid Network Statewide Conference – “How Legal Aid Advocates Can Work Best with State and Federal Agencies.”

05/09/2014 – Pennsylvania Bar Institute – “The Most Frequently Encountered Landlord Tenant Issues.”

06/07/2013 – Pennsylvania Bar Institute – “30<sup>th</sup> Annual Criminal Law Symposium, Expungements: The Silver Lining of the Crimes Code.”

04/12/2013 – Pennsylvania Bar Institute – “How to Litigate a School Bullying Case.”

10/01/2013 – Safe Schools Conference – “When Bullying Violates Civil and/or Criminal Laws.”

12/06/2012 – Penn Program on Documentaries & Law, “Boxed Out: Criminal Records & The “Ban the Box” Movement in Philadelphia”

06/12/2012 and 07/24/2012 – Pennsylvania Bar Institute – “Representing Residential Landlords & Tenants.”

06/19/2012 – Prison Health Care & Reentry Summit – “Criminal Records, Segregation, and Reintegration.”

07/22/2011 – National Employment Lawyers Association (NELA-EPA) – “Criminal Records and the PHRA.”

03/17/2011 – University of Pennsylvania Law School – “Utilizing State Law When Federal Protections Fail: A Discussion of Litigation Strategy in the Context of Disability Rights.”

04/05/2011 – National Employment Law Project (NELP) Conference – Taking on the Challenge Facing Workers with Criminal Records – “Crafting Strong Employer Policies and Remedies.”

06/23/2010 – EEOC Philadelphia Regional Office – Internal Office of Research Information and Planning (ORIP) – “Disparate Impact Discrimination Implications of a Denial of Employment Based on a Criminal Record and the PHRA.”

06/10/2010 – EEOC/FEPA National Training Conference – “Disparate Impact Discrimination Implications of a Denial of Employment Based on a Criminal Record and the PHRA.”

This is Exhibit “A” referred to in the Affidavit of Ryan Allen Hancock sworn before me, this 31st day of March, 2015.

*Catherine Pantalone*

Notary

