harman claytor corrigan wellman
THE CIVIL LITIGATION FIRM

Employment Law

Harman Claytor's Employment Law Practice Group has offices in both Virginia and the Washington, DC area with an earned reputation for aggressive and effective representation and defense of public and private employers in an array of employment law disputes. Our employment law attorneys have extensive experience handling and defending all types of employment disputes—from charges of discrimination filed with the Equal Employment Opportunity Commission to state and federal litigation.

We also counsel clients on how to prevent employment claims, as well as proactively handle claims before a lawsuit is filed. Our attorneys routinely assist with internal investigations and provide guidance on administrative agency analysis for situations that arise.

Our Employment Law Practice Group attorneys have successfully defended employers in a variety of cases, including:

- Discrimination Under Title VII of the Civil Rights Act of 1964
- Discrimination Under The Age Discrimination in Employment Act of 1967
- Discrimination Under the American with Disabilities Act of 1990
- Sexual Harassment, Hostile Work Environment and Workplace Retaliation
- Violations of the Fair Labor Standards Act and the Family Medical Leave Act
- Violations of 42 U.S.C. § 1981
- Wrongful Discharge and Breach of Employment Contract
- Breach of Contract
- Defamation
- Claims of Hazard Wages and Commissions
- Non-Compete Agreements
- Wrongful Termination Allegations
- Constitutional Rights Violations, Including Due Process, Liberty Interest, and Free Speech Rights

Additionally, our employment law attorneys routinely speak and provide training on relevant employment law topics to attorneys, employers, and employees.

Representative Experience

- Successfully defended police chief against claims by former police officer that his termination from his employment violated his 14th Amendment Due Process rights resulting in dismissal of Complaint.
- Successfully defended Sheriff in claims that plaintiff's termination from her employment violated her First Amendment and Fourteenth Amendment rights resulting in dismissal of Complaint.
- Summary judgment in favor of employer on plaintiff's claims that it violated Title VII, the Americans with Disabilities Act, and Family Medical Leave Act when it eliminated her position.
- Summary judgment in favor of employer on plaintiff's claims of sex and race discrimination, sexual harassment and retaliation following her termination.
- Summary judgment in favor of a mental health facility for claims of discrimination and retaliation in violation of Title VII by a former employee.
- Summary judgment in favor of employer on plaintiff's claims that she was subject to sex discrimination and retaliation when she was terminated after her complaints.
- Summary judgment in favor of convenience store on claims that it improperly classified and failed to pay plaintiff overtime under the Fair Labor Standards Act.
- Summary judgment in favor of Town on plaintiff's claim that he was terminated in violation of his First Amendment rights and in retaliation for being a whistleblower.
- Successfully defended company against claims that termination of independent contractor relationship with company violated Title VII and 42 U.S.C. §§ 1983 and 1985 resulting in dismissal of Complaint.
- Summary judgment in favor of school district on teacher's claim that her due process rights were violated when her employment was terminated.
- Summary judgment in favor of regional park authority employee on plaintiff's claim for individual liability under the FMLA.
- Successfully defended school board against claims brought by a former employee for violations of Title VII and the

Age Discrimination in Employment Act, resulting in summary judgment.

- Successfully defended school board and school superintendent against claims brought by an employee for violation of Title VII and 42 USC § 1983, resulting in dismissal of the Complaint.
- Successfully defended school principal and division director of testing against claims brought by a former employee for a liberty interest violation and defamation, resulting in summary judgment.
- Successfully defended school board, superintendent, and school board member against claims of defamation and breach of contract, resulting in dismissal of the Complaint.
- Successfully defended school superintendent, assistant principal, and director of communications against claims from a former employee for defamation, resulting in dismissal of the Complaint.
- Successfully defended rehabilitation center against claims of a former employee for violation of Title VII, resulting in dismissal of the Complaint.
- Summary judgment for city in a case by a former employee who alleged race discrimination and retaliation in violation of 42 U.S.C. § 1981, as well as violations of the 1st Amendment and the Virginia Fraud Against Taxpayers Act.
- Summary judgment for School Board in three companion cases in state court filed by former teachers who alleged that they should have been paid during the pendency of their post-termination grievance.

Contacts

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