



EMPLOYMENT LAW

Large and small companies deal with employment discrimination issues such as age discrimination, sex discrimination, race discrimination, and reasonable accommodation issues arising under the Americans with Disabilities Act (ADA). BHGR lawyers provide practical training and advice to employers on compliance with employment laws. We are experienced in assisting our clients with the full range of employment law matters, including:

- Defending employers in federal and state courts against claims arising from the employment relationship, including discrimination, sexual harassment, breach of contract, workplace torts, trade secrets, and covenants not to compete
- Drafting personnel policies and procedures, employment agreements, noncompete agreements, and affirmative action plans
- Trade secret litigation and unfair competition claims
- Training managers, supervisors, and human resources professionals on employment law compliance
- Advising clients on handling employment situations such as hiring, termination, workplace violence, disability accommodations, investigating employee misconduct, downsizing, and reorganization
- Conducting or advising management on conducting investigations of employees' internal complaints of discrimination, harassment, fraud, theft, or other misconduct
- Utilizing mediation, arbitration, and other alternative dispute resolution (ADR) methods to resolve employment disputes quickly and in the most cost effective manner possible

Our employment law attorneys represent employers before the Equal Employment Opportunity Commission (EEOC), the Colorado Division of Civil Rights, the Colorado Department of Labor, the United States Department of Labor's Wage and Hour Division, the Denver Civil Service Commission, the Denver Career Service Authority, and many other municipal labor boards in matters such as:

- Employment discrimination and retaliation claims based on race, sex, age, national origin, or disability
- Overtime claims under the Fair Labor Standards Act (FLSA)
- Retaliatory discharge claims under ERISA
- Claims under the Family and Medical Care Act
- Hostile work environment, sexual harassment, retaliation claims under Title VII of the 1964 Civil Rights Act

Our Employment Law Attorneys

- Josh A. Marks, Partner
- Kathleen T. Alt, Partner
- Giovanni M. Ruscitti, Founding Partner
- Rudy E. Verner, Partner
- Melanie B. Lewis, Special Counsel
- Katie Pratt, Associate