

SHAWE ROSENTHAL LLP



Teresa D. Teare

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Teresa D. Teare is a partner at Shawe Rosenthal who represents employers and management in labor and employment-related litigation. She regularly represents clients from a broad range of industries including non-profits, educational institutions, manufacturers, and insurance companies throughout the federal, state and local court system and before administrative agencies.

Practice Areas

- Accommodations - Disability and Religion
- Affordable Care Act
- Alternative Dispute Resolution (Arbitration and Mediation)
- Discrimination, Harassment and Retaliation
- Employment Audits
- Employment, Non-Compete/Non-Solicit, Confidentiality and Severance Agreements
- Employment Litigation, including complex Class and Collective Actions
- FMLA/ADA/Workers' Compensation Leave Management
- Human Resources Advice and Counseling
- Independent Contractor Issues
- Investigations and Corporate Governance
- Personnel Policies, Procedures and Handbooks
- Unfair Competition, Restrictive Covenants and Trade Secrets Litigation
- Wage and Hour Compliance and Litigation
- Whistleblower Actions

Honors

- Recipient The Daily Record Leading Women 2016
- Martindale-Hubbell® Peer Review Ratings™ AV 4.9
- Best Lawyers, 2018

Membership

- American Bar Association
- Maryland Bar Association

Education

- University of Baltimore School of Law, J.D., *magna cum laude*, 2005
- Comments Editor, Law Review
- Villanova University, B.A., *cum laude*, 2000

Bar Admissions

- Maryland
- United States District Court for the District of Maryland
- United States Court of Appeals for the 4th Circuit

Teresa is an experienced litigator who handles claims involving discrimination; harassment; wrongful discharge; wage and hour violations, including collective actions; and enforceability of not-to-compete covenants. In addition to her litigation practice, Teresa counsels clients on strategies and best practices to create positive work environments and avoid potential liability exposure. Teresa advises clients in virtually every facet of employment law including implementation of policies; recruitment and selection of employees; hiring procedures; wage and hour compliance; counseling and disciplinary actions; family and medical leave act management; disability accommodations; performance evaluation and review process; investigations resulting from allegations of harassment; and termination of the employment relationship, including mass layoffs. Teresa also provides guidance to employers on their obligations under the Affordable Care Act. Teresa provides counsel on Title VII issues as well.

Teresa regularly provides training to management and employees on a variety of issues, including compliance with anti-discrimination and anti-harassment laws, the Family and Medical Leave Act, the Americans with Disabilities Act, and the Affordable Care Act.

Teresa is the co-author of several articles for Matthew Bender & Company's monthly *Labor and Employment Law Bulletin* and the Society for Human Resource Management's *Court Report*. In addition, she is a contributing editor to *The Employment Law Deskbook*, published by Matthew Bender, and the *Maryland and Federal Employment Law Manual*, a publication of the American Chamber of Commerce.

Active in the American and Maryland State Bar Associations, Teresa has been an adjunct professor at the University of Baltimore School of Law where she taught courses in legal writing and advocacy.