

SHAWE

ROSENTHAL LLP



Fiona W. Ong

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Practice Areas

- Accommodations – Disability and Religion
- Affirmative Action and OFCCP Compliance
- Discrimination, Harassment and Retaliation
- Employment, Non-Compete/Non-Solicit, Confidentiality and Severance Agreements
- Employment Audits
- Employment Litigation, including complex Class and Collective Actions
- FMLA/ADA/Workers' Compensation Leave Management
- Human Resources Advice and Counsel
- Independent Contractor Issues
- Investigations and Corporate Governance
- Personnel Policies, Procedures and Handbooks
- Plant Closings and Reductions in Force (WARN)
- Training
- Wage and Hour Compliance and Litigation

Honors

- Chambers USA, 2017-present
- Super Lawyers, 2015-present
- Acritas Star, 2017
- Lexology's "Legal Influencer" in U.S. Labor and Employment Q2, 2019 and Q4, 2018
- Recipient, NAPABA Best Under 40 Award

Memberships

- Maryland Chamber of Commerce
 - Co-Chair, Employment Issues Committee
- American Bar Association
 - Member, Section of Labor and Employment Law
- Maryland State Bar Association
- National Asian-Pacific American Bar Association
- Society for Human Resources Management

Education

- Georgetown University Law Center, J.D. 1992
- Princeton University, A.B., 1989
 - Member, Kappa Alpha Theta

Bar Admissions

- Maryland and Colorado
- United States District Court for the District of Maryland
- United States District Court for the District of Colorado
- United States Courts of Appeals for the 3rd, 4th, 10th, and D.C. Circuits

Fiona W. Ong defends employers in the areas of employment discrimination, wrongful discharge, and wage/hour regulation, both in court and before federal and state agencies. She also provides advice to managers and human resources on a wide variety of personnel matters, and conducts training on harassment, reasonable accommodations, and other issues for both supervisors and employees. She prepares employee handbooks and personnel policies. She assists government contractors in complying with affirmative action obligations.

Fiona currently co-chairs the Employment Issues Committee for the Maryland Chamber of Commerce. She has participated in numerous seminars at the local and national level, including the annual conference of the National Asian Pacific American Bar Association, and the Maryland State Bar Association, as well as the Maryland Chamber of Commerce's Employment Law Conference.

Fiona is the primary author of "Chambers Global Practice Guide - Employment - U.S. Trends and Developments" and "Chambers USA Regional Practice Guide - Employment - Maryland." She is also the editor for the "Maryland Human Resources Manual," a publication of the Maryland Chamber of Commerce and HRSimple.com. She has also co-authored a number of articles for the Matthew Bender monthly "Labor and Employment Law Bulletin." She was the revisions editor for "The Employment Law Deskbook" and "Labor and Employment Law Volume 10 General Employment Issues" published by Matthew Bender.

Before entering private practice, Fiona served as a law clerk to the Honorable Mary J. Mullarkey of the Colorado Supreme Court.