

SHAWE

ROSENTHAL LLP



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Practice Areas

- Discrimination, Harassment and Retaliation
- Employment, Non-Compete/Non-Solicit, Confidentiality Agreements
- Employment Audits
- Wage and Hour Compliance and Litigation
- Human Resources Advice and Counseling
- Investigations and Corporate Governance
- Personnel Policies, Procedures and Handbooks
- Affirmative Action and OFCCP Compliance
- FMLA and ADA Leave Management

Memberships

- American Bar Association
- Maryland State Bar Association

Education

- University of Maryland Carey School of Law, J.D., cum laude, 2014
 - Notes and Comments Editor, *Maryland Law Review*
- The University of Richmond B.A., magna cum laude, 2011

Bar Admissions

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

Courtney represents employers with regard to a wide range of labor and employment matters in court and before federal and state agencies, including the National Labor Relations Board, the Equal Employment Opportunity Commission, and the Department of Labor. She also prepares and revises employee handbooks, personnel policies, and employment agreements. Courtney is certified by the D.C. Office of Human Rights to provide sexual harassment training, as required by the D.C. Tipped Wage Workers Fairness Amendment Act of 2018.

Before joining Shawe Rosenthal, Courtney practiced at a regional civil litigation firm where her practice emphasized management-side employment and labor law, medical malpractice defense, and commercial and business litigation. Courtney also served as a judicial law clerk for Magistrate Judge Beth P. Gesner in the U.S. District Court for the District of Maryland.

Courtney graduated *cum laude* from the University of Maryland Francis King Carey School of Law, where she served as Notes and Comments Editor on the *Maryland Law Review*.