



## Fiona W. Ong

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### Practice Areas

- Accommodations – Disability and Religion
- Affirmative Action and OFCCP Compliance
- Discrimination, Harassment and Retaliation
- Employment Agreements and Restrictive Covenants
- FMLA/ADA/Workers' Compensation Leave Management
- Human Resources Advice and Counsel
- Independent Contractor Issues
- Investigations and Corporate Governance
- Personnel Policies, Procedures and Handbooks
- Training
- Wage and Hour Compliance

### Honors

- Chambers USA, 2017-present
- Best Lawyers, 2020-present
- Super Lawyers, 2015-present
- Acritas Star, 2017
- Lexology's "Legal Influencer" in U.S. Labor and Employment 2018 Q4, 2019 Q2-4, 2020 Q1-4, 2021 Q1-4, 2022 Q1-4, 2023 Q1
- Recipient, NAPABA Best Under 40 Award

### Memberships

- Maryland Chamber of Commerce
  - General Counsel and Executive Committee Member
  - 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 serves as General Counsel to the Maryland Chamber of Commerce and is a member of the Chamber's Executive Committee and Board of Directors. Fiona also co-chairs the Maryland Chamber's Employment Issues Committee, and has testified before the General Assembly regarding various employment bills. She has presented 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," as well as the USA chapter for the Legal 500's "Employment & Labour Law Country Comparative Guide" and Lexology's "Employment USA 2022 - Maryland." She is also the editor for the "Maryland Human Resources Manual," a publication of the Maryland Chamber of Commerce and HRSimple.com. In addition, she has 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.