

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.

Teresa is an experienced litigator who handles claims involving discrimination, harassment, wrongful discharge, wage and hour violations, including collective and class 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 ensure compliance with the law. 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. She also drafts and negotiates executive agreements on behalf of her clients. Teresa regularly provides training to management and employees on a variety of issues, including anti-discrimination and anti-harassment laws, the Family and Medical Leave Act, and the Americans with Disabilities Act.

Teresa is active in the Maryland State Bar Association, Labor and Employment Law Section, where she currently serves as Chair of the Section. She is also an active member of the Employment Law Alliance, a global network of employment attorneys.

Practice Areas

- Accommodations - Disability and Religion
- 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

- Best Lawyers – Baltimore 2023 Management Employment “Lawyer of the Year”
- Best Lawyers - Baltimore 2020 Litigation Labor and Employment “Lawyer of the Year”
- Best Lawyers 2018, 2019, 2020, 2021, 2022, 2023
- Recipient The Daily Record Leading Women Award 2016

Memberships

- American Bar Association
- Maryland Bar Association
 - Chair, Labor & Employment Law Section 2022-Present
 - Fellow, Maryland Bar Foundation
 - Chair Elect, Labor & Employment Law Section 2020-2022
 - Recording Secretary, 2018-2020
 - Council Member, 2016-2018

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