

## Emily J. Carapella

Associate

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### Focus Areas

Discrimination and Harassment  
Labor Management Relations  
Workplace Policy Institute  
Appellate

### Overview

Emily J. Carapella focuses her practice on traditional labor matters and employment-related litigation.

In the traditional labor context, Emily represents employers at labor arbitrations, in administrative proceedings before the National Labor Relations Board, and before federal appellate courts.

In the employment context, Emily represents employers in federal court, at arbitration, and in administrative proceedings before agencies such as the Equal Employment Opportunity Commission, the Department of Labor, the Maryland Commission for Civil Rights, and the D.C. Office of Human Rights. She has experience with a wide variety of employment-related claims, including claims involving the following:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The D.C. Human Rights Act
- The Maryland Fair Employment Practices Act
- The Occupational Safety and Health Act

Emily also advises employers on a wide variety of labor and employment matters, including employee discipline, performance management, employment-related contracts, wage and hour compliance, and antidiscrimination requirements.

## Education

J.D., William & Mary Law School, 2017, *cum laude*

B.A., Binghamton University, 2014, *summa cum laude*, *Phi Beta Kappa*

## Bar Admissions

District of Columbia

Maryland

New York

## Courts

U.S. Court of Appeals, District of Columbia

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, District of Columbia

U.S. District Court, District of Maryland

## Publications & Press

### **Newly Unveiled HEROES Act Includes Grant Program for Employers to Provide Premium Pay to Essential Workers**

*Littler ASAP*

May 13, 2020

### **Maryland Enacts a Statewide “Ban-the-Box” Law**

*Littler ASAP*

February 5, 2020

## Speaking Engagements

### **2024 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 21, 2024

### **2023 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 16, 2023

**2022 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 8, 2022