



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

Little ASAP

May 13, 2020

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

Little ASAP

February 5, 2020

Speaking Engagements

2023 Mid-Atlantic Regional Employer Conference

Washington, DC

June 16, 2023

2022 Mid-Atlantic Regional Employer Conference

Washington, DC

June 8, 2022