

G. Bethany Ingle

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Workers' Compensation
Home Health and Home Care
Unfair Competition and Trade Secrets
Litigation and Trials
Workplace Violence Prevention and Crisis Response

Overview

Bethany Ingle represents employers in a wide variety of employment law matters. Her experience includes litigation and advice to ensure compliance with federal, state, and local employment laws addressing discrimination, harassment, and retaliation, as well as workers' compensation. Bethany often defends charges of discrimination before the U.S. Equal Employment Opportunity Commission (EEOC), the Maryland Commission on Civil Rights, and various local agencies. She frequently appears in federal and state courts and has successfully obtained dismissal, summary judgment, and defense verdicts on behalf of her clients. Bethany has also successfully defended cases before the U.S. Court of Appeals for the Fourth Circuit. Although she enjoys litigation, Bethany also has extensive experience in negotiating good resolutions for her clients. She drafts employment contracts, severance agreements, employee handbooks, and workplace policies. Bethany has also conducted employee trainings.

Bethany often counsels employers in the retail, manufacturing, transportation, and technology industries, but enjoys working with clients in all industries and learning what people do for a living.

Prior to joining Littler, Bethany was an associate at a regional law firm, where she defended employers and insurers in workers' compensation claims. Before that, Bethany was an assistant public defender in Newport News, Virginia, where she gained invaluable trial skills.

During law school, Bethany interned with the EEOC, held leadership positions on the Moot Court Board, and was a manuscripts editor for the *Richmond Journal of Law and the Public Interest*.

Bethany serves as her office's liaison to the firm's Associates and Pro Bono Committees.

Professional and Community Affiliations

- Member, Virginia Bar Association
- Member, Fairfax Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025

Education

J.D., University of Richmond School of Law, 2009, *cum laude*

B.A., College of William & Mary, 2004

Bar Admissions

Virginia

Maryland

Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

U.S. District Court, District of Maryland

U.S. District Court, District of Columbia

U.S. Court of Appeals, District of Columbia

Publications & Press

Virginia Passes a Handful of New Employment Laws

SHRM Online

April 24, 2023

Virginia’s Legislative Session Concludes with a Handful of New Employment Laws

Littler ASAP

April 19, 2023

The Fourth Circuit is First to Rule that ADA Protects Gender Dysphoria

Littler ASAP

August 18, 2022

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Littler Press Release

January 4, 2021

Virginia Extends Restrictions on Nonessential Businesses

Littler ASAP

April 16, 2020

Virginia Places Temporary Restrictions on Businesses within the Commonwealth and Closes K-12 Schools for the Remainder of the School Year

Littler ASAP

March 24, 2020

Speaking Engagements

2024 Mid-Atlantic Regional Employer Conference

Washington, DC

June 21, 2024

Whistleblowing Doesn’t Have to Stop the Game: Strategies for Reducing the Risk of Whistleblower and Retaliation Claims

HR Virginia 2024 Annual Conference, Richmond, VA

April 22, 2024

Accommodation Aftershocks: How the Pandemic Has Reshaped Workplace Disability Accommodations

October 11, 2023

Multi-State Madness: Navigating State Laws on Hiring, Pay, and More

September 26, 2022

2022 Mid-Atlantic Regional Employer Conference

Washington, DC

June 8, 2022

Ask a Littler Attorney: Insights on What 2022 Has in Store for Your Workplace

February 23, 2022

Virginia Fall Employment Law Mini Series: Masks, Mandates, Vax? Oh My! – Navigating Workplace Safety

Tysons Corner, VA

September 29, 2021

2021 Mid-Atlantic Virtual Employer Conference

September 9, 2021

Ask Your Littler Attorney

Tysons Corner, VA

March 17, 2021

Goldman Sachs 10,000 Small Businesses Program

November 9, 2018

Hot Topics in Working Hard and Hardly Working: Paid Leave Laws, USDOL PAID Program, and Wage Payment and Collection Act Enforcement

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018