

Laura A. Saracina

Associate

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Focus Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Labor Management Relations
Wage and Hour

Overview

Laura A. Saracina represents employers in a wide variety of employment law matters. Her practice includes litigation and advice and counsel.

Prior to joining Littler, Laura was an associate at a large multipractice firm, where she focused her practice primarily in employment matters involving discrimination, harassment, and retaliation. While an attorney for the Board of Veterans' Appeals, Laura drafted decisions regarding veterans' benefits and disability ratings.

During law school, Laura worked part-time in civil litigation, and was honored to serve as the executive editor of George Mason University's *Civil Rights Law Journal*, and president of the Pro Bono Society. Upon graduation, she was awarded the Law School Pro Bono Award for her work on expanding pro bono opportunities for the law school.

Prior to law school, Laura worked for a national association, where she had the opportunity to assist in producing weekly publications regarding safety and OSHA compliance.

Recognition

- Recipient, Law School Pro Bono Award, *Antonin Scalia Law School at George Mason University*, 2018
- Named, Big East All-Academic Team, Big East Conference, *Villanova University*, 2011-2014

- Board Member, *Porto Charities, Inc.*

Education

J.D., George Mason University School of Law, 2018

B.A., Villanova University, 2014

Bar Admissions

Virginia

Maryland

District of Columbia

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

Publications & Press

Nearly 50 Years Later, the Supreme Court “Clarifies” the Undue Hardship Standard in Religious Accommodation Claims

Little Insight

June 30, 2023

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

Little ASAP

April 19, 2023

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

Little ASAP

August 18, 2022

Vaccine Mandate for Health-Care Employers: What’s Next?

Bloomberg Law

January 21, 2022

Speaking Engagements

Navigating the New “Undue Hardship” Standard for Religious Accommodation Requests After Groff v. DeJoy

October 24, 2023

Accommodation Aftershocks: How the Pandemic Has Reshaped Workplace Disability Accommodations

October 11, 2023

Hot Topics and New Employment Laws: Everything Employers in the DMV Need to Know to Hit the Ground Running in 2023

December 14, 2022

U.S. Vaccine Mandates vs. State Anti-Vaccination Laws and a Survey of the Dramatic Changes in Virginia Employment Protections

Tysons Corner, VA

December 8, 2021

The Wandering Worker: Exploring Remote Work Issues for Employers in the COVID-19 Era

Washington, D.C.

November 2, 2021