

## Lauren M. Bridenbaugh

Associate

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### Focus Areas

Occupational Safety and Health  
Discrimination and Harassment  
Investigations  
Leaves of Absence and Disability Accommodation  
Unfair Competition and Trade Secrets  
Healthcare

### Overview

Lauren M. Bridenbaugh represents employers in a wide variety of employment law matters from front-end compliance to litigation. Lauren focuses on providing employers with sound legal advice, while addressing the practical business implications of regulatory compliance. She has also developed and honed skills in conducting internal investigations for clients regarding a myriad of issues. Lauren advises and represents employers with respect to such varied issues as:

- Discrimination and harassment litigation based on sex, race, national origin, age, religion, disability, and pregnancy
- Retaliation
- Religious and disability accommodation
- Investigations relating to claims of discrimination, harassment, retaliation, and/or whistleblowing
- Business torts, including noncompetition, nonsolicitation, nondisclosure, defamation, breach of fiduciary duties, conspiracy, and other business competition issues

Lauren's practice resides in the Virginia, Washington, D.C., and Maryland region, but she counsels clients across the country, including in California, New York, and Texas, among others. Lauren is an active member of the firm's COVID-19 Vaccine Working Group.

Prior to joining Littler, Lauren practiced at a large multipractice firm in Washington D.C. as well as a law firm in Virginia where she represented employers in matters arising under the Defense Base Act (DBA), among other federal statutes. While an attorney within the U.S. Department of Labor, Lauren wrote decisions and orders for the Office of Administrative Law Judges under a number of federal employment and labor statutes including whistleblower complaints and appeals related to Permanent Alien Labor Certification (PERM).

During law school, Lauren interned with the U.S. Department of Labor, the Equal Employment Opportunity Commission, a large multipractice firm in Richmond, Virginia, and a county attorney's office in Hampton Roads, Virginia.

Prior to beginning her legal career, Lauren worked for a multiclient government relations firm in Lansing, Michigan, representing national and state entities before the Michigan Legislature on matters relating to higher education, energy, criminal justice reform, workforce development, health care, infrastructure, and more.

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025

## Education

J.D., College of William & Mary, 2016

B.A., Michigan State University, 2011

## Bar Admissions

Virginia

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

## Publications & Press

**Dear Littler: What are the substance use concerns of workplaces past, present, and future?**

*Dear Littler*

December 11, 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**

*Littler ASAP*

April 19, 2023

**Regulatory Update: New Law Ends Sexual Harassment NDAs**

*EHS Today*

January 5, 2023

**President Biden Enacts Speak Out Act Curtailing the Use of Pre-Dispute Non-Disclosure and Non-Disparagement Clauses Involving Sexual Assault and Harassment Claims**

*Littler ASAP*

December 12, 2022

**District of Columbia Implementing Revisions to Broad Ban on Non-Competes**

*Littler Insight*

September 30, 2022

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

*Littler ASAP*

August 18, 2022

**Monkeypox: What Does this Mean for Employers?**

*Littler Insight*

August 3, 2022

**Virginia Rescinds COVID-19 Standard**

*SHRM Online*

March 30, 2022

**Virginia Rescinds its COVID-19 Standard**

*Littler ASAP*

March 22, 2022

**The Latest Report on Court, State, and Local Activity Concerning Vaccine Mandates**

*Littler Insight*

December 9, 2021

**President Biden Resurrects Obama-Era Executive Order on Non-Displacement of Qualified Workers Under Service Contracts**

*Littler ASAP*

December 6, 2021

**Additional Pushback from Certain States on Governmental and Private Employer Vaccine Mandates**

*Littler ASAP*

November 22, 2021

**Additional Pushback on Governmental and Private Employer Vaccine Mandates by Certain States**

*Littler ASAP*

November 9, 2021

**Some States Push Back on Governmental and Private Employer Vaccine Mandates**

*Littler Insight*

November 4, 2021

**Federal OSHA Issues Long-Awaited “Vaccine or Test” Emergency Regulations**

*Littler Insight*

November 4, 2021

**OSHA Announces Increased Focus on Heat-Related Hazards**

*Littler Insight*

September 21, 2021

**Virginia OSHA Issues Third Iteration of Emergency**

*SHRM Online*

September 17, 2021

**Virginia OSHA Issues Third Iteration of its Emergency COVID-19 Regulation**

*Littler ASAP*

September 16, 2021

**Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Washington Becomes Second State to Issue Emergency Heat Standard**

*Littler ASAP*

July 15, 2021

**OSHA Prepares to Issue COVID-19 Emergency Regulations**

*Littler ASAP*

April 28, 2021

**Virginia Enacts New Paid Sick Leave Law for Home Health Workers**

*Littler Insight*

April 8, 2021

**Virginia Becomes the First State to Adopt a Permanent COVID-19 Standard**

*Littler ASAP*

January 29, 2021

**District of Columbia is on the Verge of Implementing One of the Broadest Non-Competition Bans in the Country**

*Littler ASAP*

January 15, 2021

**Virginia Imposes New COVID-Related Restrictions**

*SHRM Online*

December 14, 2020

**Virginia Imposes New COVID-Related Restrictions on Individuals and Businesses**

*Littler ASAP*

December 10, 2020

**CDC Finds That Cloth Face Masks Provide Personal Protection**

*Littler ASAP*

November 11, 2020

**Virginia is the First State to Implement COVID-19 Emergency Standard**

*Littler ASAP*

July 16, 2020

**Era Virginia Governor Signs Marijuana Decriminalization Law**

*SHRM Online*

May 28, 2020

**Virginia Governor Signs Marijuana Decriminalization Law Containing Employment-Related Provisions**

*Littler ASAP*

May 22, 2020

**The Next Normal: A Littler Interview with Dr. John Howard, Director of the National Institute for Occupational Safety and Health**

*Littler Insight*

May 12, 2020

**The Next Normal: A Littler Insight on Returning to Work – Safety and Health**

*Littler Insight*

April 22, 2020

**Los Angeles Joins the Trend, as States and Localities Adopt Face Covering Requirements**

*Littler ASAP*

April 9, 2020

**Virginia Issues “Stay at Home” Executive Order**

*Littler ASAP*

March 30, 2020

**A COVID-19 Guide for Employers in the DMV (DC, Maryland, Virginia)**

*Littler Insight*

March 26, 2020

**Bureau of Labor Statistics Releases Census of Fatal Occupational Injuries Report**

*Littler ASAP*

January 21, 2020

**OSHA Collecting Final Input as it Considers Rule on Occupational Exposure to Beryllium in the Construction and Shipyard Industries**

*Littler ASAP*

January 13, 2020

**Occupational Safety and Health Administration: 2019 in Review**

*Littler Insight*

December 16, 2019

**Occupational Safety and Health Administration Releases FY 2019 “Top 10” List**

*Littler ASAP*

December 10, 2019

**Occupational Safety and Health Administration Fall Semiannual Regulatory Agenda**

*Littler ASAP*

December 2, 2019

**Speaking Engagements**

**Ask a Littler Attorney: 2023 Hot Topics and New Employment Laws**

March 8, 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

**Conducting Effective Workplace Investigations**

Tysons Corner, VA

October 20, 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

**New Noncompete and Nonsolicitation Rules: The Altered Legal Landscape in Virginia, D.C. and Maryland**

Tysons Corner, VA

November 17, 2021

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

Tysons Corner, VA

September 29, 2021

**Revised COVID-19 Regulations - Why Can't They Get it Straight!**

June 25, 2021