



Rosa T. Goodman

Associate

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Focus Areas

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Litigation and Trials

Hiring, Performance Management and Termination

Investigations

Overview

Rosa T. Goodman provides advice and counsel to employers on day-to-day employment issues, including disability accommodation, leaves of absence, policies and handbooks, returning to work considerations, and investigations.

Rosa also routinely represents employers in litigation of employment disputes before administrative agencies, state courts, and federal courts throughout Washington, DC and Maryland. Rosa's experience includes representing management in litigation of disputes involving noncompetition and nonsolicitation agreements, claims arising under Title VII of the Civil Rights Act, the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and claims of retaliation arising under Maryland and District of Columbia law.

Prior to joining Littler, Rosa worked at a national law firm where she practiced commercial litigation and defended clients in labor and employment matters and insurance coverage disputes. Rosa also clerked in Colorado's Second Judicial District.

During law school, Rosa was a member of Colorado Law's National Mock Trial Team and the *Natural Resources, Energy & Environmental Law Review*.

Professional and Community Affiliations

- President, Washington, D.C. Chapter, St. Mary's College of Maryland Alumni Council, June 2019-present

Recognition

- Winner, Carrigan Cup Mock Trial Competition, *Colorado Law*, 2014

Education

J.D., University of Colorado Law School, 2015

B.A., St. Mary's College of Maryland, 2011, *magna cum laude*

Bar Admissions

District of Columbia

Maryland

Minnesota

Courts

U.S. District Court, District of Maryland

U.S. District Court, District of Minnesota

U.S. District Court, Northern District of Texas

Publications & Press

Maryland Modifies its Paid Family and Medical Leave Insurance Program

Little ASAP

May 5, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Little Report

April 25, 2023

DC Workers Will Soon Receive More Paid Leave

SHRM Online

June 22, 2022

DC Workers Will Soon Receive More Paid Leave, Employers to Obtain Tax Cut

Little ASAP

June 14, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Little Report

April 26, 2022

Annual Report on EEOC Developments – Fiscal Year 2020

Little Report

March 1, 2021

Montgomery County, MD Amends Ban-the-Box Legislation

Little ASAP

November 24, 2020

Montgomery County, MD Lowers Standard for Proving Harassment in the Workplace

Little ASAP

October 21, 2020

Department of Labor Finds IRS Standard Mileage Reimbursement Rates Not Required for Delivery Drivers

Little ASAP

September 1, 2020

Speaking Engagements

It Wouldn't Be Fall in the DMV Region Without Leaves (of Absence)...

November 17, 2022