



Heather M. Garrison

Littler CaseSmart Counsel

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Overview

As a member of the Littler CaseSmart – Charges™ team and based in West Virginia, Heather M. Garrison is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Prior to joining Littler, Heather practiced labor and employment law with a top regional defense firm for almost 20 years. She represented employers before the West Virginia Human Rights Commission, Equal Employment Opportunity Commission, Mine Safety and Health Administration, Occupational Safety and Health Administration, Department of Labor, and state and federal court.

Heather has provided advice in the areas of sexual harassment, wrongful termination, discrimination, discipline and discharge, internal investigations, leaves of absence, workplace safety issues, drug and alcohol testing, and regulatory compliance.

While serving as in-house associate general counsel, she provided daily advice on employee discipline, employee leaves, managing employee performance. She drafted multi-jurisdictional employment policies, employment contracts, and severance agreements. Heather also implemented training on state and federal anti-discrimination laws, sexual harassment prevention, workplace safety, and FMLA matters.

Professional and Community Affiliations

- Performing Arts Coordinator, Foxcroft School, Middleburg, VA, 2020-2022
- Schoolhouse Fundraising Taskforce, Foxcroft School, Middleburg, VA, 2020-2022
- Site Coordinator and Coach, Girls On The Run, Morgantown, WV, 2012-2016
- West Virginia Law Review, West Virginia University College of Law, 2000

Education

J.D., West Virginia University College of Law, 2000, *cum laude*

M.S., West Virginia University, 1996

B.A., West Virginia University, 1995, *cum laude*

Bar Admissions

West Virginia

Courts

U.S. District Court, Northern District of West Virginia

U.S. District Court, Southern District of West Virginia

Publications & Press

Employer Considerations Following the Supreme Court's Decision on Affirmative Action

JD Supra

July 2023

Performance Reviews: Training Managers Is Key

JD Supra

June 2023

The Employment Offer Letter: Practical Tips for Minimizing Litigation Risk

JD Supra

April 2023

Addressing the Rise in Workplace Violence – Workplace Violence Prevention Plan

JD Supra

December 2022

Third Party Harassment: When the Customer Is Wrong

JD Supra

September 2022