



Janea J. Hawkins

Of Counsel

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Practice Areas

Litigation and Trials
Investigations
Inclusion, Equity and Diversity
HR Advice and Counsel

Overview

Janea J. Hawkins represents employers in both litigation and counseling matters. Her litigation practice focuses on individual and multiple plaintiff lawsuits arising in all areas of employment law, including the Family and Medical Leave Act, Title VII and state anti-discrimination laws, the Americans with Disabilities Act, alleged wrongful termination, and federal and state whistleblower statutes. On the counseling side, Janea advises clients on various prelitigation, employment related issues, including revising and updating employment policies and practices, handling discrimination and harassment complaints, and risk management and compliance. She frequently conducts complex and high-stakes internal investigations.

Janea is a sought-after speaker, conducting training and professional development sessions on a variety of employment law topics such as best management practices, employee handbooks, federal and state law compliance, harassment and discrimination prevention, and effective internal investigations.

Janea previously served as in-house employment counsel at a Fortune 500 company, spent years litigating employment cases at a national labor and employment firm, and was an assistant attorney general at the Office of the Attorney General for the District of Columbia, where she served as lead counsel in complicated employment matters brought in D.C. Superior Court and all of the administrative agencies within the District. Janea brings extensive trial, arbitration and evidentiary hearings experience that garnered favorable results for her clients. Outside of the courtroom, she frequently counseled clients on implementing disciplinary actions and leave policies, and led training on litigation avoidance and compliance with federal and local anti-discrimination statutes.

Janea enjoys serving in leadership roles in various bar associations and community organizations such as the DC Board of Professional Responsibility Hearing Committee; National Employment Law Council Membership Committee Co-Chair; a pro bono attorney with the Legal Services of Northern Virginia and Amica Center for Immigrant Rights; and member of the Fairfax County Alumnae Chapter, Delta Sigma Theta Sorority, Inc.

Professional and Community Affiliations

- Member, Membership Committee Co-Chair 2024-present; Annual Conference Committee 2022-2024, National Employment Law Council
- Fellow, Leadership Council on Legal Diversity, 2024
- Member, Fairfax County Alumnae Chapter, Delta Sigma Theta Sorority, Inc.
- Member, National Mentoring Co-Chair, Section of Litigation Judicial Intern Opportunity Program 2019-2023; Section of Litigation Employment and Labor Relations Committee, Newsletter Assistant Editor, 2018-2020, American Bar Association
- Member, Fairfax Bar Association
- Member, Northern Virginia Black Attorneys Association
- Member, Greater Washington Area Chapter, Women Lawyers Division, National Bar Association (GWAC), Law Student Affairs Chair, 2015-2016; Employment and Professional Development Chair 2015-2016; President Elect 2016-2017; President 2017-2018; Immediate Past Presi, National Bar Association
- Board Member, National Bar Association, Washington Bar Association Education Foundation , 2016-2022
- Member, Co-Chair 2019; Committee Member 2016-2019, National Bar Association, Washington Bar Association Annual Law Student Career Fair

Recognition

- Recipient, Women of Wonder Award: Outstanding Senior Counsel, *National Bar Association, Women Lawyers Division, Greater Washington Area Chapter, 2025*
- Recipient, Atlas Award, *Leadership Council on Legal Diversity, 2024*
- Named, Ones to Watch, *The Best Lawyers in America, 2021-2023*
- Named, Top 40 Under 40, *National Bar Association, 2021*
- Recipient, On the Rise - Top 40 Young Lawyer Award, *American Bar Association, 2020*
- Named, Shortlist, *Chambers Future Leader in Diversity and Inclusion Award, 2020*

Education

J.D. and Certificate of Advocacy, Loyola University Chicago School of Law, 2013

B.S./B.A., University of Illinois at Urbana-Champaign, 2009

Bar Admissions

Virginia

District of Columbia

New Jersey

Maryland

Courts

U.S. Court of Appeals, D.C. Circuit
U.S. Court of Appeals, 4th Circuit
U.S. District Court, Eastern District of Virginia
U.S. District Court, District of Columbia
U.S. District Court, District of Maryland

Events & Speaking Engagements

The Current IE&D Landscape: Legal Trends and Practical Strategies

Tysons Corner, VA
November 12, 2025

Playing for Keeps: The State of DEI and the Implications of Recent Decision and Policies, Panelist

National Bar Association 16th Annual Corporate Counsel Leadership Summit
July 15, 2024

Expanding Your Influence Using Positive Acknowledgment, Co-Facilitator

Association of Corporate Counsel Annual Convention
October 23, 2023

Using Artificial Intelligence in Hiring and Recruiting and the Associated Risks: The Future is Here, Panelist

National Bar Association, Labor and Employment Section Annual Conference
October 28, 2022

Spring Employment Law Update

Prince George's County Society for Human Resource Management
April 25, 2021

Not in My Handbook! Tips and Best Practices for Employer Handbooks

DC Society for Human Resource Management 2020 Employment Law Annual Update
May 14, 2020

Investigations 101: Conducting Effective Workplace Investigations in the Gov Con Space

2019 Government Contractor Employment Law Symposium
November 12, 2019