

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