

## Ryan S. Hardy

CaseSmart Counsel

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## Focus Areas

Littler CaseSmart

## Overview

As a member of the Littler CaseSmart – Charges™ team and based in Virginia, Ryan S. Hardy is responsible for handling charges from investigation to conclusion. He works on client-dedicated service teams, focusing on handling administrative agency charges. He 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, he defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Prior to joining Littler, Ryan clerked at the Court of Appeals of Virginia and was an assistant attorney general at the Virginia Office of the Attorney General for eight years handling all aspects of employment litigation, including:

- Title VII discrimination cases including sex, race, gender, national, origin, and religious discrimination, as well as corollary claims under the Virginia Human Rights Act
- Constitutional challenges under the First, Fourth, and Fifth Amendments
- Disability discrimination cases under the Rehabilitation Act
- State whistleblower claims
- Administrative appeals under the Virginia Grievance Procedure

An avid swimmer, Ryan was a national-qualifying medalist at the U.S. Masters Swimming Summer Championship in both 2022 and 2023.

## Selected Matters

- *Carmack v. Virginia*, No. 19-2075 (4th Cir. Dec. 4, 2020): defended an appeal involving claims under the Virginia whistleblower statute.
- *Fallin v. Va. Dep't of Transp.*, 585 F. Supp. 3d 824 (E.D. Va. 2022): successful motion for summary judgment in a race discrimination lawsuit.

- *Va. Dep't of Corr. v. Garrett*, No. 0456-21-2 (Va. Ct. App. Mar. 8, 2022): successfully appealed an adverse ruling from the state circuit court under the Virginia Grievance Procedure.
- *Supinger v. Virginia*, 259 F. Supp. 3d 419, 447 (W.D. Va. 2017): successful motion for summary judgment in a lawsuit involving First Amendment retaliation, Title VII retaliation, and race discrimination.

## Education

J.D., American University, Washington College of Law, 2008

B.A., Illinois Wesleyan University, 2005, *cum laude*

## Bar Admissions

Virginia

## Courts

U.S. Court of Appeals, 4th Circuit

Virginia Supreme Court

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia