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**PRACTICE AREAS:**

[Litigation](#)

[Labor & Employment](#)

[Education](#)

**STATE ADMISSIONS:**

District of Columbia

Maryland

**EDUCATION:**

J.D., The Catholic University  
Columbus School of Law, 1994

B.A., James Madison University,  
1986

# Jeffrey W. Larroca

## MEMBER

Jeffrey Larroca focuses his practice almost exclusively on labor and employment law, providing advice and counsel for corporate and non-profit clients. Mr. Larroca also maintains a regular practice litigating employment matters before federal and state administrative agencies and courts.

His expertise includes the following:

- Writes and conducts supervisor and employee training programs in numerous areas of employment and human resources law, to include anti-harassment and EEO training.
- Conducts confidential investigations.
- Drafts, reviews, and updates employment policies and procedures.
- Assists clients with high level employment contract negotiations, terminations, exit packages, and reduction in force.
- Exercises his skills in multiple aspects of employment law, including Title VII, FMLA, ADA, FLSA, ADEA, labor relations, employment contracts, whistleblower claims, and class action defense.

## PROFESSIONAL AFFILIATIONS

- Insight into Diversity, Member of the Board of Directors
- Metropolitan Area Credit Union Management Association
- The Catholic University's Columbus School of Law, Former Adjunct Professor (2001-2006)

## AWARDS AND RECOGNITION

- Selected for inclusion as The Best Lawyers in America 2023 and 2024 for Litigation – Labor and Employment
- Recognized as a 2015 Client Service All-Star by BTI Consulting Group Inc.
- Selected for *Probate and Property's* 1996 Excellence in Writing Award, Best Cutting Edge Article on Real Property for his article "Changes Ahead: The Section 8 Program Under Fire."

# NEWS AND INSIGHTS

## PUBLICATIONS

- ["Harassment Cases: High Profile or Not, a Volatile Thicket \(HR Daily Advisor\),"](#) HR Daily Advisor, October 24, 2016.
- "Binding Agreement: Can 'Love Contracts' Govern Your Inter-Office Romance?" Observer, May 2016.
- "Are 'Love Contracts' in the Workplace a Good Idea?" HR.BLR.com, February 2016.
- ["The Abercrombie Case, Dress Codes, and Religious Discrimination,"](#) Insight Into Diversity, July 2015.
- "What If the Owner of the Clippers Had Been a Professor?" Insight Into Diversity, June 2014.
- ["Employers Must Tread Lightly Around a Worker's State of Mind,"](#) Insight Into Diversity, March 2014.
- ["Anti-Bullying Laws Lead the Next Wave of Rights Legislation,"](#) Insight Into Diversity, January/February 2014.
- ["New Year's Advice for Employers,"](#) Insight Into Diversity, December 2013.
- ["What the High Court's Ruling on DOMA Does Not Say,"](#) Insight Into Diversity, Sept/Oct 2013.
- ["Debating the Value of a College Degree,"](#) Into Diversity, June 2013.
- ["OBAMACARE in 2014: Stay Tuned,"](#) Insight Into Diversity, April/May 2013.
- ["Gun Legislation Impacts Workplace Policies,"](#) Insight Into Diversity, March 2013.
- ["Advice for a Happier New Year!"](#) Insight Into Diversity, December 2012.
- ["An In-Depth Look at the Family and Medical Leave Act,"](#) Into Diversity, Winter 2012.
- ["Who Is Lily Ledbetter and Why Does She Matter?"](#) Insight Into Diversity, Summer 2012.
- ["The Limits of Religious Accommodation,"](#) Insight Into Diversity, June 2012.
- ["Facing Facebook in the Office,"](#) Insight Into Diversity, March 2012.
- ["Five Things That Happened in 2011 Every Employer Should Know About \(and some quick suggestions for your 2012 "To Do" list\),"](#) Eckert Seamans' Legal Update, Spring 2012.
- ["Five Things That Happened in 2011 Every Employer Should Know About,"](#) Insight Into Diversity, December 2011.
- ["The Unions Strike Back,"](#) Insight Into Diversity, November 2011.
- ["The Growth of Government and Its Impact on the Law,"](#) Insight Into Diversity, Winter 2011.
- ["Getting Off on the Right Foot with Employees,"](#) Insight Into Diversity, October 2011.
- ["The Brave New World of Expanding Gender and Sexual Status Rights,"](#) Insight Into Diversity, June 2011.
- ["Religion in the Workplace: The Top 5 Pitfalls,"](#) Insight Into Diversity, Summer 2011.

- ["The Graying of the American Workforce,"](#) Insight Into Diversity, April/May 2011.
- ["NFL Prepare for CBA Showdown,"](#) Insight Into Diversity, March 2011.
- ["Global Diversity and the American Workforce,"](#) Insight Into Diversity, December 2010.
- ["Discrimination: It's the Little Things That Count,"](#) Insight Into Diversity, Winter 2010.
- ["Unraveling the Health Care Bill,"](#) Insight Into Diversity, November 2010.
- ["Technology, the Law and Electronic Communication,"](#) Insight Into Diversity, October 2010.
- ["The Business of Law,"](#) Insight Into Diversity, June 2010.
- ["How Employment Law Affects Children,"](#) Insight Into Diversity, Summer 2010.
- ["The Rights of Veterans and Those Who Serve,"](#) Insight Into Diversity, April/May 2010.
- ["FMLA and Schools: The "Special Rules" for Teachers,"](#) Insight Into Diversity, March 2010.
- "Toyota Motor Mfg, Kentucky, Inc. v. Williams: Disabling the Americans with Disabilities Act," The Catholic University's The Journal of Contemporary Health Law and Policy, 2002.