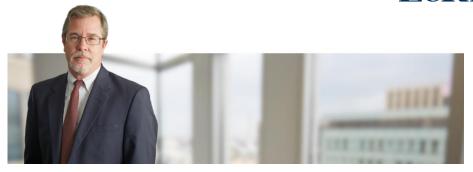
# FCKFRTSEAMANS



# 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."

#### WASHINGTON, D.C.

1717 Pennsylvania Ave. NW 12th Floor Washington, DC 20006 P: 202.659.6646 F: 202.659.6699 ilarroca@eckertseamans.com

#### **PRACTICE AREAS:**

<u>Litigation</u>
<u>Labor & Employment</u>
Education

#### **STATE ADMISSIONS:**

District of Columbia Maryland

#### **EDUCATION:**

J.D., The Catholic University Columbus School of Law, 1994 B.A., James Madison University, 1986

#### 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.
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- "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.
- "<u>Debating the Value of a College Degree</u>," 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.
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- "Global Diversity and the American Workforce," Insight Into Diversity, December 2010.
- "<u>Discrimination: It's the Little Things That Count</u>," Insight Into Diversity, Winter 2010.
- "<u>Unraveling the Health Care Bill</u>," 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.