



Garen E. Dodge

Member of the Firm

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GAREN E. DODGE is a Member of the Firm in the Employment, Labor & Workforce Management practice, in the Washington, DC, office of Epstein Becker Green. Mr. Dodge's diverse practice covers the spectrum of labor and employment litigation. His clients include employers from a broad range of industries—including communications, education, food and beverage, hospitality, retail, and transportation, among others—as well as those that do business with federal, state, and local government agencies.

Mr. Dodge:

- Represents employers before state and federal courts and in mediations and arbitrations on matters involving labor, privacy, discrimination, background checks, harassment, wage and hour, occupational safety and health, and other employment law issues
- Advises clients on matters relating to Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, and the Fair Labor Standards Act
- Assists companies in establishing workplace harassment, affirmative action, substance abuse, and other programs
- Trains supervisors and employees on effective personnel policies
- Conducts workplace investigations
- Represents clients before Congress and key federal agencies on labor and employment issues

A few of Mr. Dodge's recent victories include serving as lead counsel in a jury trial alleging defamation in a circuit court in Fairfax, Virginia; obtaining an injunction in DC federal court in a non-compete case; and prevailing in a five-day arbitration involving allegations of age and national origin discrimination. Throughout his career, he has served as counsel of record in seminal U.S. Supreme Court and appellate cases as Amicus Curiae. In addition, he has testified before agencies such as the U.S. Commission on Civil Rights.

Before joining Epstein Becker Green, Mr. Dodge was a partner in the Labor and Employment Practice Group of an international law firm. Prior to that, he was a Principal of a national law firm, where he served as the Leader of its Government Relations practice, Co-Coordinator of the firm's Government Contracts industry group, and Co-Coordinator of the firm's Background Checks industry group. Earlier in his career, Mr. Dodge served as an Attorney-Advisor for the Benefits Review Board of the U.S. Department of Labor's Office of the Secretary.

Mr. Dodge is a frequent speaker before industry and other groups on employment topics. He is the author (or co-author) of many publications, including the book *Winning the War on Drugs: The Role of Workplace Drug Testing*. He is also an Adjunct Professor at The George Washington University School of Business.

Education

- William & Mary School of Law (J.D., 1982)
- University of Wisconsin-Green Bay (B.A., summa cum laude, 1979)

Bar Admissions

- District of Columbia
- Virginia
- Wisconsin

Practice Areas

- ADA and Public Accommodations
- Affirmative Action/OFCCP Compliance
- Class Actions
- Employment Litigation
- Employment Training, Practices, and Procedures
- Occupational Safety and Health (OSHA)
- Privacy, Cybersecurity, and Data Asset Management
- Trade Secrets & Employee Mobility
- Wage and Hour

Industries

- Hospitality
- Retail
- Technology, Media & Telecommunications

Court Admissions

- Supreme Court of the United States
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court, District of Columbia
- U.S. District Court, Eastern District of Virginia
- U.S. District Court, Western District of Virginia
- U.S. District Court, Eastern District of Wisconsin
- U.S. District Court, Western District of Wisconsin

Memberships

- The College of William & Mary Marshall-Wythe School of Law Foundation, Board of Trustees
- National Chamber Litigation Center, Labor and Employment Litigation Steering Committee
- Retail Litigation Center
- U.S. Chamber of Commerce, Labor Relations Committee

Rankings & Recognition

- *Washington DC Super Lawyers*: Employment & Labor: Employer, 2010-present
- *Virginia Super Lawyers*: Employment & Labor: Employer, 2010-present
- *The Legal 500 United States*: Labor and Employment
- *Lawdragon*: 3,000 Leading Lawyers
- Martindale-Hubbell®: AV® Preeminent Peer Rating
- *SmartCEO*: “Go To Lawyers”