



Nathaniel M. Glasser

Member of the Firm

Washington, DC
1227 25th Street, NW
Suite 700
Washington, DC 20037
Tel: 202-861-1863
Fax: 202-861-3081

nglasser@ebglaw.com

NATHANIEL M. GLASSER is a Member of the Firm in the Employment, Labor & Workforce Management practice, in the Washington, DC, office of Epstein Becker Green, where he co-leads the Health Employment and Labor (HEAL) strategic industry group. His practice focuses on the representation of employers in employee relations and human resources compliance, as well as litigating claims of harassment, discrimination, whistleblowing, and wage-hour violations.

Mr. Glasser's experience includes:

- Defending clients in complex employment litigation, including class and collective actions, involving claims of discrimination, harassment, retaliation, whistleblowing, wage-hour issues under the Fair Labor Standards Act (FLSA) and state laws, trade secret violations, and breach of contract
- Advocating for employers before the U.S. Equal Employment Opportunity Commission (EEOC), the U.S. Department of Labor (DOL), the Office of Federal Contractor Compliance Programs (OFCCP), the District of Columbia Office of Human Rights, the New York State Division of Human Rights, the New York City Commission on Human Rights, and other administrative agencies
- Counseling employers on a wide array of employment and human resources compliance issues
- Leading, conducting, and advising on the internal investigation of employee complaints
- Providing anti-discrimination and anti-harassment training
- Advising employers with respect to workforce audits conducted by OFCCP or taxing authorities

Mr. Glasser's recent litigation successes include:

- Representing a large physician practice in an American Health Lawyers Association (AHLA) arbitration in which the doctor-plaintiff alleged claims of gender and pregnancy discrimination, and where the arbitrator found in favor of our client on all counts

- Arbitrating claims of religious, race, and national origin discrimination brought by an EMT, wherein the arbitrator dismissed all claims against our client after a week-long hearing
- In a case involving novel issues of the scope of family responsibilities discrimination under the DC Human Rights Act, obtaining the dismissal of all claims by the D.C. Superior Court
- Obtaining the favorable resolution of a wage-hour collective action brought in the Eastern District of Virginia in which the plaintiff call-center employees alleged off-the-clock claims under the FLSA

Mr. Glasser also advises clients on novel issues of employee relations, including:

- The implementation of artificial intelligence and predictive (or people) analytics in the workplace
- Drug testing and accommodation questions in the wake of recreational and medical marijuana (cannabis) laws recently passed in many states
- Transgender rights in the workplace
- The creation of effective training programs to address #MeToo and harassment, workplace violence prevention, and other key issues

Prior to joining Epstein Becker Green, Mr. Glasser practiced labor and employment law in the New York and Washington, DC, offices of a major international law firm. After graduating from law school, he clerked for the Hon. William G. Bassler of the U.S. District Court for the District of New Jersey.

Mr. Glasser was recommended by *The Legal 500 United States* (2016 and 2018) in the Workplace and Employment Counseling category, and he was named to the *New York Metro Rising Stars* list (2014) and the *Washington DC Rising Stars* list (2016 to 2018) in the areas of Employment & Labor and Employment Litigation: Defense. He has completed the National Institute for Trial Advocacy's (NITA's) weeklong intensive Building Trial Skills program. He also received The Legal Aid Society Award for Outstanding Pro Bono Service in 2006 and 2008 and has been named Empire State Counsel by the New York State Bar Association five times.

Education

- New York University School of Law (J.D., 2004)
 - Executive Editor, *Journal of International Law and Politics*
- University of Pennsylvania (B.A., cum laude, 2001)

Bar Admissions

- District of Columbia
- New Jersey
- New York
- Virginia

Practice Areas

- ADA and Public Accommodations
- Affirmative Action/OFCCP Compliance
- Class Actions
- Employment Litigation
- Employment Training, Practices, and Procedures
- Wage and Hour
- Whistleblowing and Compliance

Industries

- Artificial Intelligence
- Financial Services
- Health Care and Life Sciences Industry
- Technology, Media & Telecommunications
- Retail

Court Admissions

- U.S. Court of Appeals for the Second Circuit
- U.S. District Court, District of Columbia
- U.S. District Court, District of Connecticut
- U.S. District Court, District of Maryland
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of New York
- U.S. District Court, Eastern District of Virginia
- U.S. District Court, Southern District of New York

Memberships

- American Bar Association (Labor and Employment Section)
- DC Bar (Labor and Employment Section)
- Washington Metro ILG (Steering Committee Member)