



*“Dedicating years of experience, using a proactive, personalized approach, I ensure that my clients are well versed and prepared for legal situations before they arise. Above all, I am focused on our values of Client, Commitment, and Integrity.”*

#### Areas of Focus

- Accommodations, Disability
- Employment Audits
- Employment Discipline & Discharge
- Employment Litigation & Dispute Resolution
- Employment, Non-Competition & Severance Agreements
- Employee Policies & Procedures
- Family Medical Leave Act Compliance & Americans with Disabilities Act
- Government Contracting
- HR Advice & Counseling
- Labor & Employment Litigation
- Management & Employee Training
- Wage & Hour Compliance & Litigation
- Workplace Investigations

#### Education

- Emory University, B.A.
- Widener School of Law, J.D.

#### Professional & Community Involvement

- Howard County HR Society
- Howard County Chamber of Commerce Public Policy Team
- Howard County Bar Association
- Howard County Business Advocate of the Year 2016
- Howard County Women’s Bar Association
- Maryland Bar Association
- Maryland SHRM Governmental Affairs Chair
- Maryland Bar Association, Labor and Employment Law Section
- SHRM Recertification Provider

#### CHERYL U. BROWN

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Cheryl represents employers and management in labor and employment related matters, including the defense of federal, state and county discrimination claims, workplace and sexual harassment charges, wrongful discharge, Americans with Disabilities Act (ADA) and Age Discrimination in Employment Act (ADEA) claims, wage and hour issues, Family Medical Leave Act (FMLA) disputes, employment contracts, restrictive covenant agreements, general contract claims, employment-related, and other business tort claims.

She represents clients from a broad range of business industries including non-profits, religious organizations, government contractors throughout the federal, state, and local court system and administrative agencies. She has successfully handled Department of Labor, OFCCP, and other federal agency investigations and subsequent charges related to I-9s, Equal Employment Opportunity (EEO) Compliance, ADA and Fair Labor Standards Act (FLSA) wage and hour issues.

Cheryl advises clients in virtually every facet of employment law including implementation of policies, recruitment and selection of employees, hiring procedures, wage and hour compliance, proper classification of employees, counseling and disciplinary actions, family and medical leave act management, disability accommodations, compliance with anti-discrimination and anti-harassment laws, Affordable Care Act, performance evaluation and review process, investigations resulting from allegations of harassment, and termination of the employment relationship, including mass layoffs.

Cheryl provides ongoing employment advice, strategies and training and compliance seminars to companies to implement and develop effective employment policies and procedures and create positive work environments.

In her spare time, she enjoys playing tennis, skiing, reading books and spending time with her family.