



CHERYL L. BEHYMER

Senior Counsel

Columbia

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Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Government Contracting, Compliance, and Reporting
- Pay Equity and Transparency

Industry Focus

- Education
- Healthcare
- Manufacturing

OVERVIEW

Cheryl Behymer is a Senior Counsel in the Columbia office. She assists clients by providing timely and practical counsel, training and audit defense in affirmative action, workplace harassment, employee leave issues involving the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA), and other labor and employment issues.

Cheryl defends employers who are responding to administrative charges, actively involved in litigation, or are participating in compliance reviews conducted by the Office of Federal Contract Compliance Programs. Cheryl prepares affirmative action plans for federal contractors and subcontractors and assists federal contractor and

non-federal contractor clients with self-audits, including compensation audits. She also defends employers in multi-plaintiff lawsuits, including class and collective actions.

Cheryl is a frequent presenter on pay equity, compensation, affirmative action, and harassment legal issues. She is also past chair of the South Carolina Diversity Council, a committee of the South Carolina Chamber of Commerce, and a diversity fellow of The Diversity Leadership Institute affiliated with the Riley Institute at Furman University. Cheryl is an Ambassador for the South Carolina Diversity Recruitment Consortium, and she is a former board member of the South Carolina ILG. Cheryl regularly presents on federal contract compliance at the ILG National Conferences, served as Co-Chair for the 2016 National Conference for the Industry Liaison Group, and regularly presents and publishes with national, state and local organizations and publications. Cheryl is "AV" Peer Review Rated by Martindale-Hubbell.

Credentials

Education

- Catholic University of America, Columbus School of Law, J.D., cum laude, 1994
- California State University, Fullerton, B.A., 1976

Bar Admissions

- Maryland
- South Carolina

Court Admissions

- U.S. Supreme Court
- Maryland Court of Appeals
- South Carolina Supreme Court
- Virginia Supreme Court
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the District of South Carolina

- U.S. District Court for the Eastern District of Virginia
 - U.S. District Court for the Western District of Virginia
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Recognitions

- Recognized in *The Best Lawyers in America* (2015 – 2024)
 - Listed as a South Carolina *Super Lawyer*
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Affiliations

Professional Activities

- Certified as a Labor and Employment Specialist by the South Carolina Supreme Court
- Frequently speaks at seminars on employment-related topics such as the FMLA, the ADA, internal workplace investigations, employee discipline, and affirmative action, including preparing for and defending an OFCCP compliance review
- Published in local, regional, and national business publications on these and other topics such as electronic issues in the workplace

Community Activities

- Member of the Executive Committee and Past Chair of the Board of Directors for the Cultural Council of Richland and Lexington Counties
- Past Chair of the South Carolina Diversity Council, a committee within the South Carolina Chamber of Commerce
- Member of the Charlotte Area Industry Liaison Group and the North Carolina/South Industry Liaison Group
- Member of the Board of Directors for the Palmetto Center for Women, an affiliate of the YMCA

INSIGHTS

News

May 9, 2025

Columbia Office Grows Number of Certified Specialists in Labor & Employment Law

Insights

Dec 28, 2023

4 Answers for Federal Construction Contractors Facing New Collective Bargaining Rules

Insights

Dec 1, 2023

FP's Workplace Law Forecast 2024

Insights

Dec 1, 2023

Workplace Law Update: 10 Essential Items on Your December To-Do List

Insights

Oct 2, 2023

Workplace Law Update: 10 Essential Items on Your October To-Do List

Insights

Sep 11, 2023

It's Time to Get Your EEO-1 Ducks (or Data) in a Row: A 5-Step Action Plan for Employers