



Vance O. Knapp

Partner

Denver

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Email



Service Focus

- Workplace Investigations
- Corporate Compliance and Governance
- Counseling and Advice
- Litigation and Trials
- Employers' Rapid Response Team for DHS Raids

Industry Focus

- Healthcare
- Non-Profit and Tax-Exempt Organizations

Overview

With more than 25 years of experience in management-side labor and employment law, Vance O. Knapp represents a range of publicly traded companies, closed corporations and non-profit employers in federal and state court litigation and administrative proceedings throughout the U.S. As a former criminal prosecutor, he has tried over 300 cases, including 30 jury trials. Vance focuses on conducting internal investigations on behalf of publicly traded and private corporations. He has successfully conducted and advised numerous audit committees and boards of directors on highly sensitive investigations of senior corporate leaders. Since joining Fisher & Phillips in April 2023, Vance has conducted over 16 complex internal investigations throughout the U.S. for private and public employers.

Vance's practice includes advising employers on accommodating employees with disabilities and religious accommodations, recruiting, hiring, terminations, drug testing, and workplace violence issues. Vance collaborates with clients to develop workplace investigation training and compliance programs. Vance also has experience representing employers in wage and hour class and collective actions and FINRA employment arbitrations. Vance also has extensive experience in drafting and

reviewing employment agreements for healthcare professionals and senior corporate management in jurisdictions throughout the U.S.

A thought leader in the labor and employment law, Vance has lectured and written extensively on perennial and developing issues.

Prior to joining Fisher Phillips, Vance practiced labor and employment law at three prominent Denver law firms and was a prosecutor in the Denver City Attorney's Office.

Credentials

Education

- J.D., 1994, University of Colorado School of Law
- B.A., 1991, Colorado State University

Bar Admissions

- Colorado
- Arizona

Court Admissions

- U.S. District Court for the District of Colorado
- U.S. Court of Appeals for the Tenth Circuit

Recognitions

- *The Best Lawyers in America®* (2023-2025)
- American Employment Law Council – Member (2023)
- *5280 Magazine*, Denver's Top Lawyers, Labor and Employment: Defense (2022)
- Leadership Council on Legal Diversity (LCLD), Fellow (2020)
- Law Week Colorado, Barrister's Best, People's Choice for Employment Law - Defense (2020)
- Colorado General Counsel Group Advisor Program (2017)
- *BTI Client Service All-Star* (2016), Labor and Employment, The BTI Consulting Group

Affiliations

Professional Activities

- Member, American Bar Association, Labor and Employment Section
- National Bar Association

- American Employment Law Council
- National Employment Law Council
- Arizona Bar Association
- GlobalMindED (Board Member-Elect)
- Colorado Bar Association (Member, Labor and Employment Section; Nomination Committee, 2006-2012)
- Denver Bar Association (Board of Trustees, 2010-2014; Board of Governors, 2008-2010)
- Board Member, Sam Cary Bar Association (2009-2012)
 - Immediate Past President (2010)
 - President (2009)
- Member and Resource Provider, Colorado Society for Human Resource Management
- Board Member, University of Colorado School of Law Alumni Board (2006-2014)

Community Activities

- GlobalMindED (Board Member)
- University of Colorado Foundation (Trustee)
- The Legal Center for People with Disabilities and the Elderly (Former Board Member)

Insights

INSIGHTS

04/30/25

Is Colorado Getting Cold Feet About AI Regulation? New Bill Would Loosen Groundbreaking Law Set to Take Effect Next Year

Vance O. Knapp, Richard R. Meneghello, David J. Walton

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NEWS

04/07/25

Denver Partner Provides Tips for Employers Using AI Interviewing Tools

Vance O. Knapp

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PUBLICATION

04/01/25

Attorneys Discuss How to Leverage AI Tools in Workplace Investigations

Vance O. Knapp, Kayla M. Panek, Alen A. Samuel

[Read more →](#)

INSIGHTS

03/27/25

AI Screening Systems Face Fresh Scrutiny: 6 Key Takeaways From Claims Filed Against Hiring Technology Company

Vance O. Knapp, Karen L. Odash

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INSIGHTS

03/10/25

Colorado's AI Task Force Warns of Compliance Challenges Ahead of Groundbreaking 2026 AI Law: What Employers Need to Know

Vance O. Knapp, David J. Walton

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NEWS

12/18/24

Fisher Phillips Remains Steady With 25 Attorney Partnership Class

Wendy Baker, Lauren Bushman, Aaron Cargain , Tami Essis Culkar, Alex G. Desrosiers, J. Micah Dickie, Scott Fanning, Lauren Frisch, Stephen R. Gee, Kari E. Gibson, Gabrielle Giombetti, JonVieve D. Hill, Janet M. Himmel, Nicholas S. Hulse, R. Shane Kagan, Jennifer S. Kiesewetter, Vance O. Knapp, Eliza L. Lloyd, Mary Grace Miller, Ariella T. Onyeama, Erin Price, Jenna B. Rubin, Kelsey E. Schiappacasse, Erica G. Wilson, Danielle Krauthamer Zobel, John M. Polson

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NEWS

12/17/24

Fisher Phillips Elects 25 Attorneys to 2025 Partnership Class

Wendy Baker, Lauren Bushman, Aaron Cargain , Tami Essis Culkar, Alex G. Desrosiers, J. Micah Dickie, Scott Fanning, Lauren Frisch, Stephen R. Gee, Kari E. Gibson, Gabrielle Giombetti, JonVieve D. Hill, Janet M. Himmel, Nicholas S. Hulse, R. Shane Kagan, Jennifer S. Kiesewetter, Vance O. Knapp, Eliza L. Lloyd, Mary Grace Miller, Ariella T. Onyeama, Erin Price, Jenna B. Rubin, Kelsey E. Schiappacasse, Erica G. Wilson, Danielle Krauthamer Zobel, John M. Polson

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INSIGHTS

05/31/24

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

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Micah Dickie, Benjamin Dudek, Usama Kahf, Anne Yarovoy Khan, Vance O. Knapp, Matthew R. Korn, Todd B. Logsdon, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, Karen L. Odash, Alden J. Parker, Deniz Uzel Reilly, Robin Repass, Andria Lure Ryan, Jennifer B. Sandberg, J. Hagood Tighe, Travis Vance, David J. Walton, Melanie L. Webber, Erica G. Wilson

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INSIGHTS

05/10/24

Colorado Lawmakers Pass Landmark AI Discrimination Bill – and Employers Across the Country Should Take Notice

Vance O. Knapp, David J. Walton, Erica G. Wilson

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EVENT

04/24/24

Your Annual Checkup: Colorado Healthcare Labor & Employment Conference

Vance O. Knapp

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