



THERESA M. CONNOLLY

Partner

McLean / Washington, D.C.

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Service Focus

- Consumer Privacy Team
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Wage and Hour

Industry Focus

- Automotive Dealership
- Hospitality

OVERVIEW

Theresa M. Connolly is a partner in our Washington, D.C. Metro offices, where her litigation practice focuses on advising and counseling employers in all employment matters and defending employers in all aspects of workplace litigation including complex trade secret misappropriation cases.

She has significant experience representing employers in regards to discrimination claims, harassment, contractor issues, wage and overtime claims, wrongful discharge, contracts, tort actions and injunction proceedings involving non-compete agreements and trade secret misappropriation.

Theresa counsels clients in a wide range of labor and employment matters, including the negotiation of employment contracts, drafting and enforcing restrictive covenants, developing personnel policies and practices, workplace restructuring, workplace investigations, litigation avoidance, and compliance with employment-related statutes and programs such as the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), the Worker Adjustment and Retraining Notification Act (WARN), Title VII of the Civil Rights Act of 1964, and Executive Order 11246.

In addition to employment litigation and counseling, Theresa handles traditional labor relations matters such as unfair labor practices, union elections, union arbitration and related proceedings before the National Labor Relations Board. She also provides training sessions for clients to educate managers on the best employment practices in order to manage legal issues.

Credentials

Education

- Fordham University School of Law, J.D., 1990
- Cornell University School of Industrial and Labor Relations, B.S., 1987

Bar Admissions

- District of Columbia
- Maryland
- New York
- Virginia

Court Admissions

- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Maryland

- U.S. District Court for the Eastern District of Michigan
 - U.S. District Court for the Eastern District of New York
 - U.S. District Court for the Eastern District of Virginia
 - U.S. District Court for the Northern District of Florida
 - U.S. District Court for the Northern District of New York
 - U.S. District Court for the Southern District of New York
 - U.S. District Court for the Southern District of Texas
 - U.S. District Court for the Western District of Virginia
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Recognitions

- Recognized in *The Best Lawyers in America* (2021-2026)
 - *Chambers USA*, Labor & Employment (2004-2025)
 - Listed in *Lawdragon's 500 Leading U.S. Corporate Employment Lawyers* (2021, 2022, 2024-2026)
 - ALM's Legal Leaders: Washington D.C. & Baltimore's Top Rated Lawyers (2015)
 - Martindale-Hubbell AV Preeminent
 - *Rising Star, Virginia Super Lawyers* (2007)
 - Top Management Employment Lawyer, *Washingtonian Magazine* (2007, 2009)
 - Top Washington Lawyer, *Washington Business Journal* (2007)
 - *Virginia Super Lawyers* (2010-2017)
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Affiliations

Professional Activities

- American Bar Association
- Maryland Bar Association
- New York Bar Association
- Virginia Bar Association

- District of Columbia Bar

INSIGHTS

News

Jun 5, 2025

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

News

Jun 10, 2024

Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA

News

Jun 6, 2023

Fisher Phillips Once Again Recognized as a Top Labor and Employment Law Firm by Chambers USA

News

Jan 4, 2023

Fisher Phillips Moves and Expands Washington, DC Office

News

Jun 1, 2022

Fisher Phillips Recognized Again as a Top Labor and Employment Law Firm by Chambers USA

Washington Business Journal Interviews Theresa Connolly About Pandemic-Related Legal Battles