



Shiloh Theberge

Partner

Portland, ME

t: 207.477.7004

Email



Service Focus

- Counseling and Advice
- Workplace Investigations
- Employment Discrimination and Harassment
- Employee Leaves and Accommodations
- Litigation and Trials

Industry Focus

- Education
- Higher Education
- Financial Services

Overview

Shiloh Theberge is a partner in Fisher Phillips' Portland, Maine office. She advises and defends employers throughout New England in matters involving claims of employment discrimination, harassment, retaliation, and wrongful discharge, as well as disability accommodation, wage and hour laws, whistleblower, and family and medical leave laws. Shiloh has a particular practice focus representing private and public higher education institutions and other schools in employment-related, student-related and Title IX cases, as well as day-to-day advising on student and employment issues and contracts.

Shiloh has successfully defended clients in both federal and state courts across Connecticut, Maine, Vermont, Massachusetts, Pennsylvania, and New Jersey, as well as before administrative agencies such as the Maine Human Rights Commission and the U.S. Equal Employment Opportunity Commission. She also frequently acts as a neutral investigator in sensitive employment matters for both higher education institutions and other employers, addressing issues with care and consideration for all parties involved.

With more than 15 years of experience representing employers in New England and the Mid-Atlantic on employment-related matters, Shiloh prioritizes building enduring relationships with clients, which enables her to provide advice that is both effective—often keeping them out of court—and aligned with the organization’s culture and strategy. In the event of litigation, Shiloh vigorously advocates for each client’s distinct interests, dedicating herself to securing the best possible outcomes.

Shiloh regularly helps employers draft and update policies and handbooks to reflect ever-changing employment laws. She also assists in conducting HR audits, training employees, drafting executive employment agreements, conducting settlement negotiations and mediations, and preparing and implementing drug testing policies.

Before joining Fisher Phillips, Shiloh was a partner and Chair of the Labor and Employment Practice Group at a diversified New England-based law firm, and earlier in her career was an associate at a large Philadelphia law firm.

Credentials

Education

- J.D., 2004, University of Pennsylvania Law School
- B.A., 1998, *magna cum laude*, Dickinson College
- Institute for Economics and Political Studies, Cambridge, England

Bar Admissions

- Maine
- New Jersey

Court Admissions

- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the District of Maine
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the District of New Jersey

Recognitions

- *Chambers USA*, Labor & Employment (2024) (Ranked for four years)

Affiliations

Professional Activities

- Adjunct Professor, Employment Law, Maine Law School
- National Association of College and University Attorneys (NACUA)
- Maine State Bar Association, Labor and Employment Law Section (Former Co-Chair)
- National Conference of Women's Bar Associations (Former President)
- American Bar Association, Fellow

Community Activities

- Board of Directors, Curtis Memorial Library (Former President) (Brunswick ME)
- Ogunquit Playhouse (Clerk) (Ogunquit ME)

Insights

EVENT

05/13/25

Hot Topics in Employment Law

Pawel Z. Binczyk, Shiloh Theberge

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INSIGHTS

03/18/25

Will My School Face Investigation? Feds Announce Race-Based Investigations Into 52 Higher Education Institutions

Sheila M. Abron, Shiloh Theberge

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INSIGHTS

03/13/25

So You're Concerned About Losing Federal Funding: 3 Things Schools Should Do Right Now

Shiloh Theberge, William J. Wahrer, Tara A. Walker

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NEWS

02/26/25

Media Outlets Cover Fisher Phillips' New Portland Maine Office

Shiloh Theberge, Tara A. Walker, Pawel Z. Binczyk, Christopher P. Stief

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NEWS

02/24/25

Fisher Phillips Establishes Presence in Maine with Three Powerhouse Employment Partners

Shiloh Theberge, Tara A. Walker, Pawel Z. Binczyk, Christopher P. Stief

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INSIGHTS

02/24/25

Maine Approves 12 Private Insurance Plans for Paid Family and Medical Leave Program: What Employers Must Know About Private Plan Substitutions

Carolyn Liegner, Shiloh Theberge, William J. Wahrer

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