

VICTORIA L. CRETA

Associate

Charlotte

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Service Focus

- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

Victoria Creta defends employers in labor and employment disputes involving Title VII, the Americans with Disabilities Act (ADA), The Fair Labor Standards Act (FLSA), the Age Discrimination in Employment Act (ADEA), and state employment laws. Victoria also advises employers on workplace issues such as wage and hour laws, leave laws, and whistleblower protections. Victoria has represented businesses across various industries before federal and state courts and administrative agencies, including the Equal Employment Opportunity Commission (EEOC) and state labor departments. Her experience includes drafting and reviewing employment policies and negotiating settlements.

Before joining Fisher Phillips, Victoria was an associate at a national labor and employment law firm where she represented employers in workplace-related matters, including discrimination and harassment and wage and hour violations.

Victoria began her legal career in 2020, when the workplace was being redefined in real time. She learned to navigate employment issues when the path forward wasn't

always clear. Building on that experience, she prioritizes finding creative solutions for employers — and resists those that are merely easy, convenient, or rooted in “how things have always been done.

Victoria’s practice focuses on helping companies design workplaces that make sense for today’s workforce. She recognizes that mere compliance with the law is not enough to achieve an employer’s broader goals. She drafts policies and procedures that not only align culture with compliance but also reflect an employer’s understanding of its people and strengthen the workforce that drives long-term success.

During law school, Victoria was on the Moot Court team and won the Moot Court Best Brief Award in the Kate Bockman Memorial Competition. She also was on the editorial staff for the *American Bar Association Real Property, Trust and Estate Journal*.

Credentials

Education

- University of South Carolina School of Law, J.D., 2020
- Davidson College, B.A., 2016

Bar Admissions

- North Carolina
- Virginia
- West Virginia

Court Admissions

- North Carolina Supreme Court
- U.S. District Court for the Middle District of North Carolina
- U.S. District Court for the Western District of North Carolina
- U.S. District Court for the Eastern District of North Carolina
- Virginia Supreme Court

- West Virginia Supreme Court
 - U.S. District Court for the Northern District of West Virginia
 - U.S. District Court for the Southern District of West Virginia
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Recognitions

- *Best Lawyers, Ones to Watch (2023-2026)*