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*Amy Epstein Gluck - Partner and FisherBroyles Employment Counsel*

Amy Epstein Gluck serves as Employment Counsel to FisherBroyles and provides employers with daily employment counseling, including HR policies; workplace investigations; organizational culture; wage and hour audits; and navigating

#MeToo issues while complying with federal, state, and local (ever-changing)

employment laws. Ms. Epstein Gluck’s agility and extensive expertise has been critical to the firm’s development of a centralized COVID-19 information repository and response team regarding new federal legislation, such as the Families First Coronavirus Response Act (FFCRA) as well as new state pandemic-related legislation.

Ms. Epstein Gluck navigates legal issues with an eye toward preventing organizational problems, not just reacting to them. She handles compliance and defense of Title VII, ADA, FMLA, ADEA, and misclassification issues; terminations; and all matters involving people. Ms. Epstein Gluck’s current practice areas include business employment law—advising on and drafting employment agreements; handling employment negotiations, severance agreements, noncompete and nondisclosure agreements, discrimination and harassment investigations, “wrongful terminations,” and other EEO matters. A dynamic and natural speaker, Ms. Epstein Gluck regularly conducts employee management and anti-harassment trainings for managers and employees and trains supervisors on how to recognize and respond to accommodation requests under the ADA and FMLA.

An experienced litigator, Ms. Epstein Gluck has represented corporate clients in Virginia, Washington, D.C., and various federal district courts for more than twenty years. She focuses her litigation practice on breach of fiduciary duty, conversion, tortious interference, defamation, contract and quasi-contract issues, and various torts both in federal and state courts and in mediation and arbitration. Ms. Epstein Gluck’s experience includes breach of contract and consumer fraud and deceptive trade practices act claims; corporate governance; directors’ and officers’ claims; professional liability claims; injunctive actions; restrictive covenants; and shareholder and partnership disputes.

Ms. Epstein Gluck authors the FisherBroyles’ [Employment Law Blog, a](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Femploymentlaw.fisherbroyles.com%2F&data=04%7C01%7Cmarketing%40FisherBroyles.com%7C267dc677b20c41b81c0f08d9721080c4%7C9e8fa05ee48847f48de9cd9bd0adf758%7C0%7C0%7C637666237485280192%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=4IbWyTGEoNPkm0aKgH%2BilJpsaRjbmkDfrMhB5IjPrHM%3D&reserved=0)nd regularly contributes legal expertise to *The Washington Post* concerning prevalent and pertinent employment law issues. She has been quoted in *The New York Times, The Wall Street Journal, The Boston Globe, Business Insurance,* and *Law360*.

Ms. Epstein Gluck is a founding member of Chief in Washington, D.C.; and she is an

Advisory Board Member for nonprofit Nerdy Girl Success, which works with high school girls of diverse backgrounds teaching them skills, providing resources, and helping build their network of women in leadership.

Direct: (301) 526-1184

**Practice Areas**

Employment Compliance Counseling and

Litigation

Cannabis, Hemp, and CBD Sexual Harassment Training Commercial Litigation

Litigation – Civil Pretrial and Trial

Services

Litigation & Risk Management

Mediation

Professional & Management Liability

**Bar Admissions**

District of Columbia

New York Virginia

U.S. Court of Appeals, Fourth Circuit

U.S. Court of Appeals, Federal Circuit U.S. District Court, Eastern District of Virginia

U.S. Bankruptcy Court, Eastern

District of Virginia

U.S. Court of Federal Claims

**Education**

George Washington National Law

Center, *J.D.*

Tufts University

*B.A., English, 1992*

New York University in Spain

**Large Law Firm Experience**

Roetzel & Andress

Hall, Estill, Hardwick, Gable, Golden & Nelson, P.C.

**Language**

Spanish

***Speaking Engagements***

• Speaker, Society of Human Resources Management, Montgomery County “Leading for Respect—Creating a Diverse and Inclusive Culture And Preventing Discrimination and Harassment Based on Sexual Orientation, Gender Identity, and Gender Expression,” SHRM webinar (February 19,

2020)

• Speaker, Society of Human Resources Management, “How to Create a Diverse and Inclusive Culture-Preventing Discrimination and Harassment Based on Sexual Orientation, Gender Identity, and Gender Expression,” SHRM Lehigh Valley Annual Conference (October 22, 2019)

• Speaker, Best Practices for Off-boarding and Hot HR Topics, American Society of Pension Professionals and Actuaries Annual Conference, Washington DC (October 21, 2019)

• Speaker, EEO law and best HR practices for the Equal Employment Opportunity

Commission Training Institute, Baltimore (August 26, 2019)

• Speaker, [How to Prevent Your Organization from Becoming the Next #MeToo,](https://www.fisherbroyles.com/fisherbroyles-employment-partners-amy-epstein-gluck-and-eric-meyer-to-speak-at-annual-shrm-lehigh-valley-conference-in-bethlehem-pa-in-october/) for the annual SHRMLV (Society of Human Resources Management for the Lehigh Valley) Conference (October 1, 2018)

• Speaker, [#MeToo in the Law Firm Environment, for](https://www.fisherbroyles.com/employment-partner-amy-epstein-gluck-will-speak-about-metoo-in-the-lawfirm-at-the-eastern-district-conference-for-the-federal-bar-association-for-the-us-district-court-of-the-eastern-district-of-was/) the Federal Bar Association for the Eastern District of Washington Annual Conference (September 28, 2018)

• Speaker, Cannabis Law Summit– Employment Issues Related to Marijuana, New York City (May 18, 2018)

• Speaker, [Preventing and Correcting Sexual Harassment in the Workplace, and Minimizing Litigation Risks for Start-Ups, M](https://www.eventbrite.com/e/toxic-work-environment-sexual-harassment-new-tax-laws-all-explained-tickets-42775353233?ref=estw)etro DC Business community (February 28, 2018)

• Speaker, Annual Human Trafficking and Social Justice Conference in Toledo, Ohio about [Mental Health a](https://www.traffickingconference.com/new-blog/2017/9/22/human-trafficking-the-global-monster-twe7w)nd [Addiction Issues in](https://www.traffickingconference.com/new-blog/2017/9/22/human-trafficking-the-global-monster-twe7w-xr63g) the Workplace (September

21-22, 2017)

***In The News***

• Quoted, The Washington Post, [Work Advice: HR vice president disparages own stepchild with special needs at company meetings (](https://www.washingtonpost.com/business/economy/work-advice-hr-vice-president-disparages-own-stepchild-with-special-needs-at-company-meetings/2019/09/06/ed00b7e8-cf6b-11e9-8c1c-7c8ee785b855_story.html?noredirect=on)September 6, 2019)

• Cited, [Complete Guide to Human Resources and the Law, 2019](https://books.google.com/books?id=euh1DwAAQBAJ&pg=SA34-PA45&lpg=SA34-PA45&dq=richard+b.+cohen+sexual+harassment&source=bl&ots=IpXtiIoeMT&sig=ACfU3U2z9ysCo8wFgoKOaiYJVXFPpfck8w&hl=en&sa=X&ved=2ahUKEwjayN_pkv7gAhXEl-AKHVWXCbQ4ChDoATADegQICRAB#v=onepage&q=richard%20b.%20cohen%20sexual%20harassment&f=false) Edition – Shilling – Google Books

• Featured, @Law360, [“12 Attorneys on How Diversity Gives Them the Edge”](https://www.fisherbroyles.com/fisherbroyles-employment-and-litigation-partner-amy-epstein-gluck-and-firm-employment-counsel-chosen-by-law360-for-profile/) (June 2019)

• Quoted, Business Insurance, [Employment Partner Amy Epstein Gluck Quoted in Business Insurance, (](https://www.fisherbroyles.com/employment-partner-amy-epstein-gluck-quoted-in-business-insurance/)February 2019)

• Quoted, The Boston Globe about employment issues related to medical marijuana and proposed off-hours cannabis law in MA, [Employment Partner](https://www.fisherbroyles.com/employment-partner-amy-epstein-gluck-quoted-in-the-boston-globe/) [Amy Epstein Gluck Quoted in The Boston Globe (](https://www.fisherbroyles.com/employment-partner-amy-epstein-gluck-quoted-in-the-boston-globe/)December 2018)

• Quoted, ACWI Newsletter, [A Simple Way to Stop Harassment (](http://acwi.org/2018/06/03/a-simple-way-to-stop-harassment/)June 3, 2018)

• Quoted, New York Times, [How to Respond When a Colleague Is Harassing](https://www.nytimes.com/2018/03/23/business/how-to-respond-when-a-colleague-is-harassing-women.html)

[Women, b](https://www.nytimes.com/2018/03/23/business/how-to-respond-when-a-colleague-is-harassing-women.html)y Rob Walker (March 2018)

• Quoted, The Washington Post, [Work Advice: How to Stay out of a Company War](https://www.washingtonpost.com/lifestyle/magazine/work-advice-how-to-stay-out-of-a-company-war-caused-by-an-in-house-love-triangle/2018/03/19/5c520fc4-18bc-11e8-8b08-027a6ccb38eb_story.html?utm_term=.7bd859f45543)

[Caused By an In-House Love Triangle, b](https://www.washingtonpost.com/lifestyle/magazine/work-advice-how-to-stay-out-of-a-company-war-caused-by-an-in-house-love-triangle/2018/03/19/5c520fc4-18bc-11e8-8b08-027a6ccb38eb_story.html?utm_term=.7bd859f45543)y Karla Miller (March 2018)

• Quoted, Business Insurance, [“Behavior in C-Suite Must be Addressed” b](http://www.businessinsurance.com/article/20171106/NEWS06/912317036/Sexually-harassing-behavior-by-company-executives-must-be-addressed)y Judy

Greenwald (November 2017)

• Quoted, Business Insurance, [“Weinstein Revelations Highlight Sexual](http://www.businessinsurance.com/article/20171016/NEWS06/912316548/Harvey-Weinstein-revelations-highlight-sexual-harassment-risks)

[Harassment Risks” b](http://www.businessinsurance.com/article/20171016/NEWS06/912316548/Harvey-Weinstein-revelations-highlight-sexual-harassment-risks)y Judy Greenwald (October 16, 2017)

• Quoted, Washington Post Magazine column, [“The boss wants to rate them on their attendance, socializing at company events” b](https://www.washingtonpost.com/amphtml/lifestyle/magazine/fun-or-fraught-rating-staff-on-attendance-and-behavior-at-social-events/2017/08/21/1ec88992-722e-11e7-8f39-eeb7d3a2d304_story.html)y Karla L. Miller (August 24,

2017)

• Nominee for the Women of Influence Award, [bestlawyers.com (](https://issuu.com/bestlawyers/docs/spring-business_edition_2017)Spring

Business Edition 2017)

• [Amy Epstein Gluck provides “expert advice” to “What’s Working in Human Resources” about steps employers can take to prevent and handle harassment of employees from customers and other third parties](https://www.fisherbroyles.com/wp-content/uploads/2017/02/WHR-481.pdf)

• Quoted, People Feature, “[Separation Anxiety: Pitfalls of Signing Severance](http://ignites.com/c/1553943/180513/separation_anxiety_pitfalls_signing_severance_agreements?referrer_module=emailForwarded&module_order=0)

[Agreements”](http://ignites.com/c/1553943/180513/separation_anxiety_pitfalls_signing_severance_agreements?referrer_module=emailForwarded&module_order=0) by Jill Gregorie, Ignites (January 30, 2017)

• Featured, Washington Post Magazine column, [“Work Advice: Who owns the rights to your designs? It depends.” b](https://www.washingtonpost.com/lifestyle/magazine/atwork-advice-who-owns-the-rights-to-your-designs-it-depends/2016/12/27/2f01d10e-b8b3-11e6-b994-f45a208f7a73_story.html?utm_term=.6345f5578f51)y Karla L. Miller (December 29, 2016)

• Featured, Material Handling and Logistics, [“Avoid Trouble by Creating and Enforcing an Effective Sexual Harassment Policy“,](http://mhlnews.com/labor-management/avoid-trouble-creating-and-enforcing-effective-sexual-harassment-policy) by David Sparkman, MHLnews (November 18, 2016)

• Featured, consult with Circa News [“Welcome to your new job. Here’s how not to get fired”](http://circa.com/circa-now/trending/this-hr-legal-expert-broke-down-what-you-need-to-know-if-youre-new-to-the-workfroce) by Natalia Angulo-Hinkson. (September 9, 2016)

• Quoted, [“Sexual Orientation Bias Destined For High Court, If Not Capitol,”](https://www.fisherbroyles.com/wp-content/uploads/2016/08/Sexual-Orientation-Bias-Destined-For-High-Court-If-Not-Capitol-Law360.htm.pdf) Law

360. (August 2, 2016)

• Featured, consult with [Washington Post Magazine’s Work Advice c](https://www.washingtonpost.com/lifestyle/magazine/atwork-advice-at-first-blush-this-rule-about-wearing-makeup-rankles/2016/04/25/071b3422-025c-11e6-b823-707c79ce3504_story.html)olumnist about sexual stereotyping implications in the workplace. “@Work Advice: At first blush, this rule about wearing makeup rankles” (May 5, 2016)

• Featured, [Washington Post Magazine’s Work Advice c](https://www.washingtonpost.com/lifestyle/magazine/atwork-advice-the-cost-of-reclaiming-money/2016/03/22/6b912fb4-ec6e-11e5-a6f3-21ccdbc5f74e_story.html)olumn on payment recoupment issues. “@Work Advice: The cost of reclaiming money” (April 7,

2016)

• Featured, [Women’s Media Center Live with Robin Morgan, “Di](http://www.wmclive.com/)sability Discrimination in Employment from the Employee’s and Employer’s Side” (February 2016)

***Publications—***see Ms. Epstein Gluck’s bio [here.](https://www.fisherbroyles.com/amy-epstein-gluck/)