

Carla A. Reeves

Associate

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Carla focuses her practice on employment litigation and counseling, and government and internal investigations. She has experience representing clients before state and federal courts and administrative agencies in cases involving claims of wrongful termination, discrimination, harassment, breach of post-employment restrictive covenants, and defamation.

In her employment counseling practice, Carla provides strategic day-to-day advice to employers on all phases of the employment relationship. She counsels clients on employment and severance agreements, personnel policies, compliance with anti-discrimination and anti-harassment laws, requests for accommodations and leave, compensation issues, restrictive covenants, and general litigation avoidance strategies. Carla also conducts trainings on topics such as discrimination and harassment prevention, pay equity, and implicit bias.

Carla has substantial experience with conducting and coordinating sensitive internal investigations of workplace misconduct. She has investigated reports of discrimination, sexual harassment, and retaliation on behalf of clients and as an independent investigator. Carla has also completed MCAD-certified courses on conducting internal investigations of discrimination complaints and preventing workplace discrimination and harassment.

Carla also counsels and represents clients in government investigations and enforcement actions. Her experience includes working with clients to mitigate the impact of investigations, inquiries and enforcement actions by the United States Department of Labor, the United States Environmental Protection Agency, the United States Department of Justice, the Massachusetts Attorney General's Office, and the New York State Attorney General's Office. She also has experience with Title IX investigations.

Accolades

- Massachusetts Super Lawyers Rising Stars, 2015-2018
- Denis Maguire Pro Bono Award, Volunteer Lawyers Project of the Boston Bar Association, 2018
- Pro Bono Award, Lawyers for Civil Rights, 2019

Affiliations

- Boston Bar Association
 - Board of Directors, Volunteer Lawyers Project
 - Labor & Employment Section Steering Committee
 - Public Interest Leadership Program, Class of 2017-2018
 - Litigation Section Steering Committee, Membership Chair and Secretary (2014-2015)
- Massachusetts Black Lawyers Association
- Women's Bar Association
 - Women of Color Committee
 - Volunteer Attorney, Family Law Project for Battered Women
- Outreach/Engagement Committee, Massachusetts Access to Justice Commission

Admissions

- Massachusetts
- New York
- U.S. District Court for the District of Massachusetts
- U.S. District Court for the Eastern District of Michigan
- U.S. Court of Appeals, First Circuit

Education

- Boston College Law School (J.D., 2010)
- Union College (B.A., *magna cum laude*, 2008)

Pro Bono

Carla devotes substantial time to providing pro bono legal services to individuals and organizations in need. Her pro bono work includes providing employment advice and representation to nonprofit

legal services organizations, organizations dedicated to supporting survivors of sexual assault, education centers, programs for at-risk youth, and international disaster relief organizations. She also represents domestic violence survivors in divorce and family law proceedings through the Women's Bar Foundation's Family Law Project for Domestic Abuse Survivors, and has represented refugees seeking resettlement in the United States.

Representative Matters

Jury Verdict in Age Discrimination Case

Obtained jury verdict on behalf of a large retailer in an age discrimination case filed in Massachusetts Superior Court.

Employment and Contract Disputes

Representation of corporate and individual clients in mediation and arbitration of employment and contract disputes.

Retail, Hospitality, and Food Industries Employment Agreements

Counsel to clients in retail, hospitality, and food industries on employment and severance agreements, and personnel policies.

Discrimination and Bias Trainings

Conducts internal trainings on employment discrimination and implicit bias.

Advise on Workplace and Environmental Safety Investigations

Counselor to clients in connection with workplace and environmental safety investigations by the Occupational Safety and Health Administration, and the United States Environmental Protection Agency.

Defense of Large Retailer In Jury Trial Win

Representation of a large retailer in defense of an age discrimination case in Massachusetts Supreme Court – jury verdict for our client.

Publications

January 22, 2019

Drafting Employment Documents in Massachusetts

Massachusetts Continuing Legal Education, Inc.

Blog Posts: Retail Law Advisor

This blog keeps you connected to timely developments and emerging issues in retail law and covers a wide range of topics related to the retail, restaurant and consumer industry. We invite you to learn more about Goulston & Storrs and our Retail, Restaurant & Consumer Group.

September 21, 2016

FACTA Check: Credit and Debit Receipts Can Show Injury-in-Fact

In a series of recent decisions that have important implications for retailers, large and small, federal courts have allowed consumer class actions to proceed against businesses for violation of the Fair and Accurate Credit Transactions Act ("FACTA"), even where...