

Carla A. Reeves

Director

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Carla Reeves is an employment lawyer and litigator who advises employers of all sizes and varieties on legal matters arising out of the employment relationship. Her practice covers everything from day-to-day advice to the defense of clients should disputes arise.

Carla advises clients on matters including recruitment and hiring, employment agreements, workplace policies, performance management, workplace accommodations, separations, and strategies for advancing diversity, equity, and inclusion. She also conducts trainings on strategies for interrupting bias, and prevention of discrimination, harassment, and retaliation in the workplace.

In her litigation practice, Carla represents clients before state and federal courts, and administrative agencies in employment and other business disputes. She also has extensive experience representing clients in arbitration, agency conciliation, and mediation proceedings.

As a trained investigator, Carla conducts internal and independent investigations of reports of discrimination, harassment, retaliation, and other workplace misconduct. She also advises clients as they navigate investigations of highly sensitive workplace issues.

Carla also advises clients in connection with government investigations, inquiries, and enforcement actions. Her experience includes matters involving the U.S. Department of Labor, the U.S. Environmental Protection Agency, the Department of Justice, and State Attorney General offices.

Accolades

- Lawdragon 500: Top U.S. Corporate Employment Lawyers 2022
- *Chambers USA*, Labor & Employment, Massachusetts, 2020-2022 (Associate to Watch); 2023 (Up and Coming)
- Best Lawyers in America® Ones to Watch (2021-2024): Litigation, Labor and Employment
- *Boston Magazine* Top Lawyers, Employment, 2021, 2023
- Employment Law Trailblazer, *The National Law Journal*, 2021

- Excellence In the Law - Up & Coming Lawyer, *Massachusetts Lawyers Weekly*, 2021
- Massachusetts Super Lawyers Rising Stars, 2015-2023
- 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
 - Advisory Committee Member, Women of Color Attorneys Leadership Forum (2022-Present)
 - Co-Chair, Diversity, Equity and Inclusion Section (2021-2023)
- Leadership Council on Legal Diversity (2020 Fellow)
- Massachusetts Black Lawyers Association
- Women's Bar Association of Massachusetts

Languages

- Spanish

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.)
- Union College (B.A., *magna cum laude*)

Pro Bono

Carla's pro bono work includes providing employment advice to organizations dedicated to supporting survivors of sexual assault and domestic abuse, organizations dedicated to alleviating poverty, and nonprofit legal services organizations. She also represents domestic violence survivors in family law proceedings through the Women's Bar Foundation's Family Law Project for Domestic Abuse Survivors.

Representative Matters

Employment Advice to Multimedia Company

Representation of multimedia company in connection with a range of daily employment issues. Recent work includes drafting and negotiation of agreements, compliance review of employment policies, and day-to-day advice regarding hiring, performance management, separations, and operational issues.

Day-To-Day Employment Counseling to Multiple Nonprofit Organizations

Representation of multiple nonprofit organizations in connection with day-to-day employment counseling needs, including on matters involving hiring, performance management, separations, internal investigations, workplace policies, and operational issues.

Defense of Automobile Dealerships in Harassment, Discrimination, and Retaliation Claims

Defense of automobile dealerships in cases involving claims of harassment, discrimination, and retaliation.

Harassment Prevention Trainings for Automobile Dealerships

Conduct harassment prevention trainings for automobile dealerships in Massachusetts.

Harassment Prevention and Respectful Workplace Trainings for Private Equity Firm

Conduct annual harassment prevention and respectful workplace trainings for multistate workforce of private equity firm.

Workplace Dispute Resolution

Facilitated employee conflict resolution process on behalf of a university.

Independent Investigation for Transportation Company

Conducted independent investigation on behalf of publicly traded transportation and logistics company.

Developing and Conducting Cultural Assessments for Organizations of all Types

Helps companies, organizations, institutions, and boards assess, understand, and strengthen their workplace cultures through assessments of the experiences of employees, business units, leadership teams, and other stakeholders.

Designing and Conducting Equity Reviews in the Education Industry

Co-led and conducted a large-scale equity review of a higher education institution's systems and structures for preventing, reporting, and responding to incidents of bias, discrimination, and harassment. Developed recommendations designed to improve the experiences of students, faculty, and staff.

Conducted an equity review of policies and procedures for an independent secondary school as part of a broader racial justice and equity initiative.

Counseling Employers on COVID-19 Policies and Mitigation Strategies

Advises employers on COVID-19-related matters, including administration of policies related to vaccination or testing, workplace accommodations, return to office, and employee health and safety protocols.

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.

Discrimination and Harassment Prevention Trainings

Conducts internal workplace trainings on strategies for identifying, preventing, and responding to discrimination and harassment, and other workplace misconduct.

Government and Internal Investigations

Represents clients in government and internal investigations involving workplace safety and health and environmental laws, and state and federal false claims act matters.

Defense of OSHA Retaliation Claims

Secured dismissal of retaliation complaints filed against a developer under the Occupational Safety and Health Act.

Victim Rights Law Center: Rebuilding the lives of sexual assault survivors through extensive training, established trust, and hope.

The Victim Rights Law Center ("VRLC") is the nation's first nonprofit law center dedicated to providing sexual assault survivors with comprehensive legal representation. From its inception, the VRLC sought to distinguish itself as the first nonprofit law center in the country solely focused on providing free, survivor-centered legal services to sexual assault victims of all ages, gender identities, and sexual orientations, and to survivors at the intersections of oppression who are often the most marginalized and in need of legal assistance.