

**Ellen Moran Dwyer**

Partner
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Practice Areas

- Labor & Employment
- Trade Secrets
- Class Actions
- University Practice

Ellen Moran Dwyer is Managing Partner of the firm and a member of the Labor and Employment Group. Ellen represents employers in the full array of labor and employment matters, including class action and individual claims filed under federal and state anti-discrimination and related employment laws such as Title VII of the Civil Rights Act of 1964, the Americans With Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), the Civil False Claims Act, the Age Discrimination in Employment Act (ADEA), Sarbanes Oxley (SOX) whistleblower provisions and the Family and Medical Leave Act (FMLA), as well as employment torts, including defamation, wrongful discharge, and related fiduciary duty claims.

Ellen has extensive experience in the trade secret arena, including:

- Drafting and negotiating non-competition, non-disclosure, and confidentiality agreements;
- Investigating incidents of alleged theft of trade secrets;
- Counseling employers regarding the implementation of effective trade secret security measures;
- Auditing corporate trade secret protection protocols, including the full range of employee new-hire and separation procedures, and pre- and post-employment related restrictions; and
- Litigating trade secret related claims under federal and applicable state law, including the Uniform Trade Secrets Act.

Ellen also has substantial experience in the employment class action litigation arena teaming effectively with public relations, diversity and statistical experts. Ellen also represents employers in the traditional labor arena on matters, including union organizing campaigns and elections, decertification efforts, and collective bargaining both before the National Labor Relations Board and the federal courts.

In addition to these representations, Ellen has also conducted employee training programs for clients on several substantive labor and employment topics, including sexual harassment, union avoidance, diversity, and personnel practices and management.

Ellen earned her undergraduate degree, *summa cum laude*, from St. Lawrence University and her law degree, *cum laude*, from the Cornell Law School. Ellen is a member of the District of Columbia and Massachusetts bars, as well as the bars of several federal district and appellate courts.

Education

- St. Lawrence University, B.A. (1982)
- Cornell University School of Law, J.D. (1985)

Affiliations

Admitted to practice: District of Columbia, Massachusetts

Publications

- Monitoring Employee Blogs: Unanticipated Costs And Risks, Co-Authors: Ellen M. Dwyer and Jennifer G. Knight.
- "EEOC Issues New Retaliation Guidance and Final Rule on Waivers," *Crowell & Moring Labor and Employment Law Update*, Co-Authors: Ellen M. Dwyer and Kris D. Meade.
- "The Supreme Court Saddles Employers With Liability for the Sexual Harassment of Their Supervisors," *Crowell & Moring Labor and Employment Law Update* Co-Authors: Ellen M. Dwyer and Kris D. Meade.

Alerts & Newsletters

- "Texas Supreme Court Expands Scope of Enforceable Non-Competes," *Trade Secrets Alert* (June 30, 2011). Contacts: Ellen Moran Dwyer, Mark A. Klapow.
- "Supreme Court Affirms Broad Reach of Title VII's Retaliation Ban," *Labor & Employment Law Alert - US* (June 23, 2006). Contact: Ellen Moran Dwyer.
- "Monitoring Employee Blogs: Unanticipated Costs And Risks," *Labor & Employment Law Alert - US* (May 8, 2006). Contacts: Ellen Moran Dwyer, Jennifer G. Knight.

- "The EEOC's New ADA Guidance: A Mixed Bag For Employers," *Labor & Employment Law Alert - US* (March 1, 1999). Contacts: Glenn D. Grant, Ellen Moran Dwyer.

Speaking Engagements

- "Top Labor and Employment Issues For Government Contractors in 2012 and Beyond," Crowell & Moring's 2012 Ounce of Prevention Seminar (OOPS), Washington, D.C. (May 9-10, 2012). Co-Speakers: Jeff Pagano, Ellen Dwyer, Kris Meade, Rebecca Springer.