

Tiffany M. Releford, Esq.

EXPERIENCE

WHITEFORD, TAYLOR & PRESTON, *Partner*

Rockville, MD

- Member of Executive Committee and Co-Chair of Inclusion Committee
- Represent and defend large and small businesses, nonprofit associations, county government, employers, community associations and individuals in unemployment hearings; arbitration proceedings; proceedings before the EEOC, Merit Systems Protection Board and administrative bodies; and before District Courts, Circuit Courts, and Federal Courts in Maryland, District of Columbia, and Virginia in employment matters involving discrimination based on sex, disability, age, national origin, sexual orientation, religion, race, personal appearance and pregnancy; wrongful termination; sexual harassment; tort and breach of contract.
- Co-Chair of the Community Association practice group, actively manage and supervise collection specialists in three different offices; oversee litigation and collection of delinquent condominium and homeowner assessment cases; handle strategic planning for section, including but not limited to marketing opportunities, identifying areas of improvement for efficiency and cost effectiveness, coordinating and leading monthly section meetings, analyzing section budget projections and goals, and overall utilization.
- Represent, defend, and counsel condominium and homeowners associations in civil litigation and bankruptcy matters, covenant enforcement, revising and amending governing documents, transition from developer to owner control, warranty claims, environmental claims, and personal injury matters. Interpret, draft and revise governing documents for community associations, including corporate and board resolutions.
- Provide fiduciary counseling and training to boards of directors.

U.S. SECURITIES AND EXCHANGE COMMISSION, *Extern*

Washington, DC

- Compiled and analyzed research on EEO laws (particularly as they relate to federal employees) and diversity initiatives, analyzed management directives, and assisted with EEO employee training and processing of EEO complaints of discrimination

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION/ALTERNATIVE DISPUTE RESOLUTION UNIT, *Intern*

Washington, DC

- Observed and assisted with EEOC mediations as part of Howard University School of Law's Alternative Dispute Resolution Clinic

WHITEFORD, TAYLOR & PRESTON, *Summer Associate*

Baltimore, MD

- Researched, analyzed and drafted legal memoranda for bankruptcy, employment law, intellectual property, and commercial litigation cases
- Researched and wrote a significant portion of a commercial crime article for publication on an insured's duty to cooperate in a financial institution bond claim investigation
- Reviewed title documents for property acquisition and assisted with fifty state surveys on licensing requirements for various occupations, construction trust fund statutes, and employment laws

U.S. DEPARTMENT OF JUSTICE, Intern, Employment Litigation Section
Washington, DC

- Conducted legal research and drafted legal memoranda regarding disparate impact, disparate treatment, continuing violations, Title VII remedies, joint defense privilege, competitive seniority, and ex parte contact

LB&B ASSOCIATES INC., Personnel Administrator
Columbia, MD

- Assisted with Affirmative Action Plan, EEO, and VETS-100 reports
- Managed and administered tuition reimbursement program and assisted in developing policies and procedures
- Managed and processed security clearances, employment verifications, new hire, termination, promotion paperwork, produced and distributed monthly staffing plan
- Computed pension reconciliations and assisted with open enrollment of benefits
- Maintained personnel, security, I-9, and drug testing files and provided support for human resources department

PROFESSIONAL MEMBERSHIPS

Licensed to practice in Maryland, Virginia and the District of Columbia
Commissioner, Montgomery County Human Rights Commission
Member, Society for Human Resource Management

PRESENTATIONS & PUBLICATIONS

Co-Author: *The Importance of Diversity on a Board of Directors*, WTOP News, February 8, 2021

Co-Presenter: *The Employment Relationship: From Hiring to Firing (And Everything In Between)*, Washington Metropolitan Chapter Community Associations Institute, Webinar August 2020

Author: *The Importance of Pronouns in the Workplace*, WTOP News, June 8, 2020

Presenter: *Prioritizing Performance- What to Expect During Your Employment Evaluation*, Minority Opportunities Athletic Association, Virtual Symposium, June 2, 2020

Co-Presenter: *Weathering the Pandemic Storm: Tips for Successfully Sheltering in Place during the COVID Tsunami*, Frederick County Society for Human Resources (FCSHRM), Webinar, May 14, 2020

Presenter: *Employment Issues & Actions in Light of the Pandemic*, Webinar, International Warehouse Logistics Association, March 25, 2020

Co-Presenter: *The Employment Relationship: From Hiring to Firing (And Everything In Between)*, Washington Metropolitan Chapter Community Associations Institute Conference & Expo, February 21, 2020

Co-Presenter: *Understanding the Impact of Medical Marijuana*, LeadingAge Virginia Webinar, May 21, 2019

Co-Presenter: *Lessons Learned from Hollywood*, Frederick County Society for Human Resources (FCSHRM) Annual Conference, May 2018

Moderator: *Montgomery County Employment Laws Updates & Information- Women in the Workplace*, Montgomery County Office of Human Rights and the Montgomery County Human Rights Commission, May 2018

Author: *Books and Records: Dealing with Requests for Inspection and Copying*, The CCOC Communicator, publication of the Montgomery County Commission on Common Interest Communities, Summer 2013

Co-Author: *"I'm not Liable, He's an Independent Contractor. Or, am I?"* By Tiffany Murray, Esq., Washington Metropolitan Chapter Community Associations Institute Magazine, February 2007.

"Attention Employers with DC Employees: Final Regulations for Accrued Sick and Safe Leave Act Issued" By Tiffany M. Releford, Esq., Whiteford, Taylor & Preston, LLP, Labor & Employment Newsletter, September 29, 2010.

RECOGNITIONS

Benchmark Litigation: Labor & Employment Guide, District of Columbia "Labor & Employment Star" (2019)

The Best Lawyers in America, Community Association Law (2021)

Washington, D.C. Super Lawyers, Employment & Labor "Rising Stars" (2014-2017)

EDUCATION

HOWARD UNIVERSITY SCHOOL OF LAW, Juris Doctorate

UNIVERSITY OF BALTIMORE, M.S. in Applied Psychology

UNIVERSITY OF MARYLAND AT COLLEGE PARK, B.A. in Psychology