

Andrew Adelman

PRINCIPAL

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Andrew Adelman is a committed civil rights advocate who is dedicated to holding corporations and government institutions accountable. He is experienced negotiating and litigating important civil rights and employment cases, and has been recognized as a leader in advancing workplace rights – recovering millions of dollars and other relief for his clients. Andrew’s approach to each case is the same, whether a minimum wage worker or a corporate executive: every person deserves to be treated with dignity and respect.

Andrew’s practice is exclusively dedicated to advocating for the rights of employees, and he regularly represents employees and individuals in discrimination, retaliation, and whistleblower cases. He takes a client-centered approach to his work – making sure that clients are heard, that their stories are told, and that the institutions that violate these laws take responsibility. He goes toe-to-toe against multinational corporations, healthcare institutions, and schools and universities to resolve his client’s claims.

Andrew also successfully represents LGBTQ+ individuals face discrimination in employment, healthcare, and public accommodations – working to protect and advance cases involving discrimination on the basis of sex, sexual orientation, or gender identity. For example, Andrew was part of a trial team that resulted in a \$930,000 jury verdict for a transgender client who brought claims of gender identity discrimination and retaliation against her former employer.

Andrew has extensive experience in federal and state courts, as well as administrative fora such as the Equal Employment Opportunity Commission, the Merit Systems Protection Board, and the Office of Special Counsel.

Admissions

- California
- District of Columbia
- Maryland
- US Court of Appeals for the Fourth Circuit
- US Court of Appeals for the Sixth Circuit
- US District Court for the District of Columbia
- US District Court for the District of Maryland

Education

- Georgetown University Law Center, JD, cum laude, 2014

- University of California, Berkeley, BA with high honors, 2010

Experience

- Chief Judge Anna Blackburne-Rigsby, District of Columbia Court of Appeals
 - Judicial Law Clerk
- U.S. Equal Employment Opportunity Commission
 - Extern
- Georgetown University Law Center, Domestic Violence Clinic

Honors

- Lawdragon 500 Leading Civil Rights & Plaintiff Employment Lawyers (2026)
- Super Lawyers, Rising Stars (2019, 2023-2026)
 - Employment & Labor Litigation
 - Civil Rights
- Best Lawyers in America (2021 to present)
 - Civil Rights Law
 - Employment Law – Individuals
 - Litigation – Labor & Employment

Affiliations

- National Employment Lawyers Association, 2014 – present
- Metropolitan Washington Employment Lawyers Association, 2014 – present
 - Board Member, 2026 – present
- D.C. Bar Litigation Community Steering Committee, 2021 – present
- D.C. Bar Judicial Evaluation Committee, 2022 – present
- D.C. Bar Labor & Employment Law Community, Steering Committee, 2021-2024
 - Chair, 2023 – 2024
- Federal Bar Association, D.C. Chapter
 - Vice President, 2025 – present
 - Secretary, 2024 – 2025
- FreeState Justice
 - Board President, 2025 – present
 - Board Vice President, 2024 – 2025

Speaking Engagements

- “Litigation Strategies to Protect Transgender Workers in 2026,” NELA 2026 Annual Convention (2026)
- “Lessons for Employment Lawyers from Anti-Trans Cases in Other Areas of Law,” NELA 2025 Annual Convention (2025)

- “Marshaling Evidence for Summary Judgment and Trial,” 2025 MWELA Annual Conference (2025)
- “Picking your Fights: How to Avoid Discovery Disputes that Do More Harm than Good,” MWELA & Federal Bar Association, Northern Virginia Chapter (2022)
- “Getting to Yes: The Nuts, Bolts, & Complexities of a Successful Mediation,” D.C. Bar (2022)
- “Roundtable Discussion on Summary Judgment Practice,” D.C. Bar (2022)
- “Opportunities in Litigating Gender Identity Employment Discrimination Claims,” Philadelphia Trans Wellness Conference (2019)
- “Changing Currents in Employment Law: Whistleblowing after *Digital Realty Trust, Inc.*,” D.C. Bar (2018).

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