# Virginia Grimm

**SENIOR COUNSEL**

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Virginia 'Gia' Grimm focuses her practice in Labor & Employment Issues including job discrimination in areas such as gender, race, age, sexual orientation, and disability discrimination, as well as wrongful termination.

She represents survivors of sexual harassment and abuse and strives to maintain a trauma informed practice. Gia is also a member of the firm's Whistleblower team where she files suit under the False Claims Act (aka qui tam cases). In addition, Gia works closely with Members of the Maryland State Legislature to ensure passage of important bills impacting Marylanders.

Prior to joining JGL, Gia worked at a small Bethesda based firm where she handled all types of civil litigation cases including contract disputes, residential and commercial real estate disputes, business torts, and construction litigation.

Gia served as a Law Clerk to The Honorable Elizabeth S. Morris in Anne Arundel County Circuit Court right after law school.

While attending law school, Gia was a Notes and Comments Editor of the Journal for Race, Gender, Religion and Class and was a Rose Zetzer Fellow for the Women Leadership and Equality Program. Gia also served as a Writing Fellow, where she worked with other students to enhance their legal writing skills, and as Class President during her Third Year.

## Admissions

- District of Columbia
- Maryland
- US District Court for the District of Maryland

## Education

- University of Maryland Francis King Carey School of Law, JD, 2020
- American University, BA, 2016

## Honors

- Super Lawyers® Rising Star, 2025–2026

## Media

- "State False Claims Acts," The Anti-Fraud Coalition, 2025 (Editor)
- "What You Need to Know About Maryland's New Data Privacy Law," Corporate Compliance Insights, 2025

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- "Why Whistleblowers Should Call a Qui Tam Lawyer, Not a Hotline," The Anti-Fraud Coalition, 2025
- "Examining DOJ Corporate Whistleblower Pilot's First 100 Days," *Law360*, 2024
- "Employee Termination: Think Like A Plaintiff's Attorney," HR.com, 2024

## Speaking Engagements

- "Employee Privacy Rights Panel," American University Law Review Annual Spring Symposium, 2026
- "Law and the Legislature" course, Adjunct Professor, Stevenson University, Spring 2024

## RELATED SERVICES

Civil Litigation
- Sexual Assault & Abuse
- Title IX Abuse & Discrimination

Labor & Employment
- Employment Contracts
- Employment Discrimination
- Non-Compete Agreements
- Reduction in Force
- Retaliation Claims
- Sexual Harassment
- Wrongful Termination

Whistleblower/Qui Tam

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