



## Joseph M. Creed

Principal

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Joe Creed is a principal in Joseph, Greenwald & Laake's Labor & Employment Group with diverse experience as a strategic adviser and dispute advocate for government and business employees throughout Maryland and Washington, D.C. While the laws and procedures governing the rights of government and business employees are similar and vastly different in many ways, Joe is skilled at guiding clients to the best possible outcome regardless of the setting, both in and out of the courtroom.

### FEDERAL EMPLOYEES

Joe is a trusted advisor and skilled advocate for federal employees whose rights have been violated by employers. He guides clients through the full range of employment matters, with a particular focus on the following:

**Federal Employee Personnel Matters.** Joe represents federal employees in all disciplinary and adverse personnel actions, including suspensions, demotions, removals and reductions in force. He has extensive experience responding to notices of proposed discipline and negotiating favorable resolutions of proposed disciplinary actions. When negotiations fail and a disciplinary action has been taken, Joe advocates for federal employees in appeals to the Merit Systems Protection Board (MSPB) and U.S. Court of Appeals for the Federal Circuit.

**Federal Employee EEO Matters.** Joe represents federal employees in all EEO matters, including discrimination, harassment and retaliation, and guides them through every phase of the federal sector EEO process, from formal and informal complaints to agency investigations. He is also an experienced litigator in the EEOC and federal court.

**Federal Employee Whistleblower Protection.** Joe's practice includes all aspects of federal whistleblower protection law

### Practice Areas

Appellate  
Civil Litigation  
Labor & Employment  
Administrative Litigation  
Arbitration and Mediation  
Commercial and Business Litigation  
Insurance Litigation  
Public Regulation  
Job Discrimination  
Wrongful Termination

### Education

Regent University School of Law, J.D., 2005  
Tennessee Temple University, B.S., 2002

### Bar Admissions

Maryland, 2005  
District of Columbia, 2016

### Court Admissions

U.S. District Court for the District of Maryland  
U.S. Court of Appeals for the District of Columbia Circuit  
U.S. Court of Appeals for the Fourth Circuit

and disputes involving prohibited personnel practices. He serves as a strategic adviser and courtroom advocate for federal employees who are victims of retaliation following protected disclosures, and he also guides federal whistleblowers through the OSC complaint process and appeals to the MSPB.

## PRIVATE SECTOR EMPLOYEES

Joe represents business professionals, executives and employees in all aspects of private-sector employment law. His clients span every industry and employment level in a broad range of disputes and transactional matters, with a strong emphasis on the following:

**Employment Contracts and Non-Compete Agreements.** Joe has considerable experience representing business employees as plaintiffs and defendants in disputes arising from employment contracts, including non-compete and non-solicitation agreements. He also advises clients on associated risks and negotiates on their behalf when entering employment contracts and severance agreements.

**Discrimination and Harassment.** Joe is a skilled courtroom advocate on behalf employees who are victims of workplace discrimination or harassment, including cases involving sexual harassment, sex discrimination, disability discrimination, retaliation and various other forms of employer misconduct.

**Professional Licensing.** Joe represents licensed professionals across every field who are facing complaints, board investigations or disciplinary charges, including hearings and appeals before licensing agencies.

Joe is dedicated to staying current on trends in the law governing the rights of federal employees and also learning how new cases involving those rights are decided by courts and administrative agencies. He recently authored "Employment Rights of Federal Employees," as a chapter in the Maryland Employment Law Deskbook, which is the go-to employment law resource for lawyers throughout Maryland. Joe is also the current employee co-chair of the ABA Federal Sector Labor & Employment Law Committee, which focuses on advancing the practice of federal employment law throughout the country.