



MICHELLE B. FERGUSON

Director

BIOGRAPHY

Ms. Ferguson's practice focuses on "preventative" employment law – finding ways to keep businesses out of court by being proactive in identifying and solving employment issues before a claim is filed. Ms Ferguson counsels employers and individuals on all matters of employment law, including providing anti-discrimination training to managers and employees, drafting personnel policies, forms, and employment contracts, and representing clients in all types of administrative hearings. Ms. Ferguson also conducts independent investigations regarding claims of discrimination, harassment, retaliation, and violations of the Fair Labor Standards Act. Ms. Ferguson has presented numerous seminars to professionals in the Denver-metro area on topics such as "Investigations of Employee Misconduct and Implementation of Disciplinary Action", workplace violence, the Fair Labor Standards Act, the Family and Medical Leave Act, the Hiring and Termination Processes, and overviews of Federal and State anti-discrimination laws.

ACCOMPLISHMENTS

Selected for inclusion as a Rising Star in Colorado Super Lawyers 2009-2011.

Selected as the Denver Bar Association's 2006 Young Lawyer of the Year.

Selected as participant of the 2008 Colorado Bar Association's Leadership Training (COBALT) Program.

Successfully defended the City of New York in federal and state lawsuits dealing with employment discrimination, labor disputes, and abuse of process.

Provided counseling to dozens of New York City agencies concerning

ATTORNEY HIGHLIGHTS

PRACTICE AREAS

- Employment
- Special Districts

EDUCATION

- American University Washington College of Law, Washington D.C. (J.D., magna cum laude, 1998)
- Washington University, St. Louis (B.A., psychology major/music minor, 1995)

CONTACT

P 303.628.3658

E mferguson@irelandstapleton.com

MICHELLE B. FERGUSON (CONTINUED)

compliance with federal, state and local anti-discrimination statutes.

Successfully represented employees in multi-plaintiff lawsuits against major corporations in cases involving company-wide violations of the Fair Labor Standards Act and Title VII of the Civil Rights Act. Served as a law clerk to former EEOC Commissioner Paul Steven Miller.

Co-Author, *When the Yellow Ribbons Come Down: An Overview of the Employment Rights of the Uniformed Services under the Uniformed Services Employment Rights Act of 1994 (USERRA) and Colorado Law*, 53 TRIAL TALK 4 (2004).

Co-Author, *A Guide To Consent*, Chapter 7, American Association on Mental Retardation, 1999.

Co-Author, of the *Legal Forum* column in Colorado Parks and Recreation Association's quarterly publication, *Byline*.

AFFILIATIONS

Admitted to practice in: Colorado, New York, U.S. Supreme Court, and U.S. District Court for the Districts of Colorado, Eastern District of New York, and Southern District of New York. Member of: Colorado Women's Chamber of Commerce, Colorado Human Resources Association; Society of Human Resource Management; Alliance of Professional Women; American Bar Association; Colorado Bar Association (CBA); Denver Bar Association (DBA); Former Co-Chair, DBA's Community Action Network; DBA representative to the CBA Board of Governors; Steering Committee, 2009 COLBALT Program; Employer Support of Guard and Reserve (ESGR), Ombudsman; Special District Association; Colorado Parks and Recreation Association; and Park Hill U.C.C.

PERSONAL INTERESTS

Spending time with her family, singing, community service, reading and theater.