

Patricia R. Ambrose

Senior Counsel

Washington, D.C.

Biography

Patricia Ambrose combines deep knowledge of employment laws with well-honed judgment to help employers solve complex employment matters. Widely recognized for her strategic and practical approach, she navigates clients through a wide range of employment issues, disputes, and compliance challenges.

Whether it's salary equity, disability accommodation, other equal employment issues, employment contracts, faculty rights, layoffs, other terminations of employment, internal complaints and investigations, affirmative action, best practices, or other employment topics, Pat brings insight and experience to advise clients on a plan of action. She works with a variety of businesses and has particular experience with nonprofit employers, such as associations and universities, as well as federal contractor and law firm employers.

Chambers USA notes that clients praise her as being "extremely knowledgeable, practical and strategic in her advice."

Representative experience

Represented many universities in negotiating employment contracts with their incoming presidents.

Advised board of directors on investigation of allegations of sexual harassment against CEO and appropriate corrective action.

Counseled universities concerning policies and practices for employees working in foreign countries.



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Practices

Employment

Industries

Aerospace and Defense

Education

Technology and Telecoms

Real Estate

Consumer

Energy and Natural Resources

Diversified Industrials

Areas of focus

Employment

Represented client in an OFCCP audit of its affirmative action plans and data, including in-depth analysis of compensation for alleged disparities.

Advised university concerning requiring medical examination and other measures for abusive faculty member.

Advised trade association on process for termination of its CEO and negotiated separation agreement.

Advised universities concerning layoffs of faculty members.

Assisted clients to comply with new laws on medical, sick and family leave, pregnancy, and breastfeeding accommodations.

Advised universities on implementing best practices for pay equity.

Awards and rankings

- Labor & Employment, *Chambers USA*, 2015-2019

Latest thinking and events

- News
 - American Rescue Plan Act's COBRA health care premium subsidy
- Hogan Lovells Publications
 - OFCCP amends FY 2020 CSAL, indicating a move to conducting fewer but broader compliance reviews of government contractors *All in a Day's Work: The Employer's Legal Guide*
- Hogan Lovells Publications
 - D.C. employers have continuing COVID-19 leave obligations in 2021 *All in a Day's Work: The Employer's Legal Guide*
- Hogan Lovells Publications
 - Maryland salary history ban and wage range notice requirement to take effect October 1
- Hogan Lovells Publications
 - D.C. COVID-19 leave laws update
- Hogan Lovells Publications

Education and admissions

Education

J.D., Georgetown University Law Center, 1978

B.A., LeMoyne College, 1973

Memberships

Member, National Association of College and University Attorneys

Bar admissions and qualifications

District of Columbia

Virginia

Court admissions

U.S. Court of Appeals, District of Columbia Circuit

U.S. Court of Appeals, Fifth Circuit

U.S. Court of Appeals, Fourth Circuit

U.S. District Court, District of Columbia

- Are you ready for D.C. paid family/medical leave on July 1? Questions and answers for employers, including benefits coordination