

VICTORIA L. CRETA

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Victoria Creta's legal practice is entirely focused on the defense and counsel of management clients in employment law disputes.

Victoria Creta helps employers tackle workplace challenges head-on—whether it's defending a lawsuit, navigating new regulations, or tightening internal policies. She represents private and public sector clients across a range of industries in litigation and compliance matters involving the Civil Rights Act of 1964 (Title VII), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), the Age Discrimination in Employment Act (ADEA), and various state employment laws. She regularly handles cases in state and federal courts and before administrative agencies in North Carolina, Virginia, and West Virginia—including the Equal Employment Opportunity Commission (EEOC), the North Carolina Department of Labor, and the Commonwealth's Office of Civil Rights.

As her multiple state and federal court admissions suggest, Victoria has a thorough command of the rules of civil procedure across jurisdictions. She uses that knowledge to her clients' advantage—strategically leveraging procedural tools and timing to narrow claims, shift pressure points, and position cases for favorable outcomes. An avid researcher, Victoria is not afraid to raise novel or untested legal arguments when they serve her client's interests—often identifying creative paths forward where others see only obstacles.

Victoria is known for her strategic insight, creative arguments, and legal writing—qualities that earned her recognition on Best Lawyers: Ones to Watch. She has handled everything from constitutional challenges to Virginia's Overtime Wage Act to the successful dismissal of class actions and harassment claims.

Victoria received her J.D. from the University of South Carolina School of Law and graduated from Davidson College with a degree in Hispanic Studies and a minor in Philosophy. When she's not lawyering, she's likely exploring Richmond's food scene, deep-diving into A-list celebrity lawsuits, or planning her next themed

EDUCATION

- » University of South Carolina (J.D., 2020)
- » Davidson College (B.A., 2016)

BAR ADMISSIONS

- » West Virginia
- » North Carolina
- » Virginia

COURT ADMISSIONS

- » U.S. District Court for the Northern District of West Virginia
- » U.S. District Court for the Southern District of West Virginia
- » U.S. District Court for the Middle District of North Carolina

event.

Representative Experience

- » Successfully defended and resolved multiple gender, age, and disability discrimination lawsuits.
- » Obtained partial dismissal of negligent hiring, training, and supervision claims in a sexual harassment lawsuit and ultimately resolved the dispute.
- » Provides strategic advice and counseling to companies dealing with the full array of employment issues, including discrimination and harassment, wrongful discharge, and breach of non-compete contracts and non-solicitation contracts.

Honors & Awards

- » *The Best Lawyers in America: Ones to Watch*, Commercial Litigation, Labor and Employment Law - Management and Litigation - Labor and Employment Law (2024-2026)

News & Insights

- » August 21, 2025 - Two Richmond-Based FordHarrison Attorneys Listed in the 2026 Best Lawyers in America and One Listed in Ones To Watch
- » May 14, 2025 - "'Per My Last PTO Request': What Demoted Gets Right About Workplace Anxiety," EntertainHR
- » January 31, 2025 - Virginia Legislature Poised to Significantly Increase Employer Exposure for Wage and Discrimination Claims
- » January 08, 2025 - "BTS of 'It Ends With Us': Speaking out on Social Media," EntertainHR
- » November 22, 2024 - Virginia Employment Law Update - Getting Your Company Compliant for 2025

Events

- » February 05, 2025 - Virginia Legislature Poised to Increase Employer Exposure - Complimentary Webinar

Offices

- » *Richmond:*
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- » *Charlotte:*

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