

RACHEL SAADY-SAXE

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Rachel Saady-Saxe's legal practice is focused entirely on helping management clients resolve labor and employment law disputes.

Rachel represents employers in a broad spectrum of labor and employment matters, providing both strategic litigation defense and proactive counseling. Her practice includes employment discrimination, harassment, wrongful termination, wage and hour compliance, leave-related challenges, and traditional labor matters such as union elections and arbitration proceedings.

She regularly advises on policy development and compliance strategies, and frequently assists clients in drafting employee handbooks and state-specific addendums. She is committed to delivering tailored, practical solutions that align with her clients' operational and legal objectives.

Before joining FordHarrison, Rachel most recently served as an Attorney at the Drug Enforcement Administration's Office of Chief Counsel in Washington, DC, navigating complex litigation under the False Claims Act and Controlled Substances Act.

While in law school, Rachel heavily involved in extracurricular activities, including memberships in the Mock Trial Honor Society and Jewish Law Society, and serving as a student attorney for the Civil Advocacy Clinic. Rachel was named Champion at the Regional III National Trial Competition and was a recipient of the American College of Trial Lawyers Medal for Excellence in Advocacy.

Representative Experience

- » Secured a favorable judgment following a bench trial in a contract dispute.
- » Achieved a voluntary withdrawal of a potential class action lawsuit through strategic pre-litigation advocacy.
- » Provides strategic advice and counseling to companies dealing with the full array of employment issues, including discrimination and harassment, wrongful discharge, and

EDUCATION

- » American University, Washington College of Law (J.D., 2020)
- » University of Central Florida (B.A., 2017)

BAR ADMISSIONS

- » Florida
- » District of Columbia

COURT ADMISSIONS

- » U.S. District Court for the District of Columbia

leave-related issues.

- » Assisted in obtaining a denial of summary judgment on all claims in an employment discrimination matter.

Honors & Awards

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

News & Insights

- » June 26, 2025 - DOL Relaunches Opinion Letter Program Amid Shifting Enforcement Priorities
- » May 21, 2025 - EEO-1 Portal Open for Filing May 20, 2025
- » April 24, 2025 - EEOC Submits Proposed 2024 EEO-1 Instructions to OMB
- » February 05, 2025 - How Will the President's Executive Order on "Gender Ideology" Impact Employers?
- » October 30, 2024 - EEOC's Recent Enforcement of the Pregnant Workers Fairness Act: What Employers Need to Know

Events

- » May 23, 2024 - What Employers Need to Know About the EEOC's New Guidance on Workplace Harassment - Complimentary Webinar

Offices

- » *Washington:*
2000 M St NW, Suite 505
Washington, DC 20036