



Tiffany M. Releford

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BIOGRAPHY

Ms. Releford, Partner at Whiteford, Taylor & Preston and Co-Chair of its Community Associations group, focuses her practice on labor and employment law and community associations in the District of Columbia, Maryland and Virginia.

In her labor practice, Ms. Releford represents large and small businesses, nonprofit associations, employers, community associations and individuals in matters involving discrimination based on disability, gender, sexual orientation, race, religion, and age. She has appeared before state courts, the Equal Employment Opportunity Commission, Maryland Commission on Civil Rights, the D.C. Office of Human Rights, and the Prince George's County Human Relations Commission. Ms. Releford has a background in human resources and provides general counseling to employers regarding separation and hiring issues, and disability and discrimination issues, including providing training on equal employment opportunity laws. Additionally, she represents local county agencies and has experience defending grievances and matters before the Merit System Protection Board.

In addition, Ms. Releford routinely counsels community associations in covenant

PRACTICES & INDUSTRIES

**Labor and Employment
Litigation**

**EEO/Discrimination Claim
Representation**

Labor & Employment

**Human Resource Management
Advice**

Community Associations

**Contract Negotiations and
Dispute Resolution**

Counsel to Boards of Directors

**Delinquent Assessment
Collection**

Developer/Warranty Issues

**Interpretation/Amendment of
Governing Documents**

**Rules and Covenants
Enforcement**

**Nonprofit Organizations and
Associations**

Sports Law

Business Litigation

enforcement, revising and amending governing documents, transition from developer to owner control, warranty claims, and collection of delinquent assessments. Ms. Releford also defends community associations in fair housing complaints, breach of contract claims, environmental claims, personal injury and tort actions in state courts and before administrative bodies.

RECOGNITIONS

- Named "Benchmark Labor & Employment Star" by *Benchmark Litigation: Labor & Employment Guide*, 2019
- Listed in Washington, D.C., *Super Lawyers* as a "Rising Star," 2014 - present

MEMBERSHIPS & ACTIVITIES

- Public Representative: Montgomery County Human Rights Commission
- Member: District of Columbia Bar Association
- Member: Maryland State Bar Association
- Member: Virginia State Bar Association
- Member: Montgomery County Bar Association
- Member: Washington Metropolitan Chapter of Community Associations Institute

LABOR & EMPLOYMENT

EEO / Discrimination Claim Representation

- Representation of large and small businesses, nonprofit associations, employers, community associations and individuals in matters involving discrimination based on disability, gender, sexual orientation, race, religion, and age before state courts, the Equal Employment Opportunity Commission, Maryland Commission on Civil Rights, the D.C. Office of Human Rights, and the Prince George's County Human Relations Commission
- Representation of large and small businesses, nonprofit associations, employers, community associations and individuals in unemployment hearings and matters involving wrongful termination
- Pro bono representation in Worker's Right Clinic of DC Employment Justice Center

EDUCATION

Howard University School of Law, 2005, J.D.

University of Baltimore, 2004, M.S.

University of Maryland, 1999, B.S.

ADMISSIONS

Maryland

Virginia

District of Columbia

Human Resource Management Advice

- Advises large and small businesses, nonprofit associations, and community associations regarding employment policies, employee handbooks, separation and hiring issues, disability and discrimination issues, and the Family Medical Leave Act
- Provides anti-discrimination and anti-harassment training for employees of large and small businesses, nonprofit associations, and community associations
- Investigation of employee claims of discrimination including, gender, race, disability, age, hostile work environment, and retaliation

COMMUNITY ASSOCIATIONS

Representation of condominiums, housing cooperatives and planned communities throughout Maryland, the District of Columbia, and Virginia, both in general business affairs and litigation, including the following:

Contract Negotiations

- Reviews and revises contracts for various services for nonprofit associations and community associations

Counsel to Boards of Directors

- Provides fiduciary counseling and training to Board of Directors

Delinquent Assessment Collection

- Provides collection services for condominiums, homeowners associations and cooperatives throughout Maryland, the District of Columbia, and Virginia, including litigation in state courts, settlements, post-judgment enforcement action, and foreclosures

Rules and Covenants Enforcement

- Counsels community associations in covenant enforcement, including drafting due process resolutions, attending due process hearings, and litigating covenant violations

Interpretation / Amendment of Governing Documents

- Assists various community associations in Maryland and the District of Columbia with revising and amending governing documents
- Counsels community associations in interpretation of governing documents

Developer / Warranty Issues

- Represents condominiums and homeowners association in transition from developer to owner control
- Negotiated numerous statutory warranty claims in the District of Columbia

Community Associations Litigation

- Defense of community associations in discrimination actions, fair housing complaints, breach of contract claims, breach of fiduciary duty claims, environmental claims (mold and smoke) personal injury and tort actions in state courts
- Representation of cooperative associations and landlords in landlord-tenant court and defense of housing code violations
- Extensive experience representing community associations before the Montgomery County Commission on Common Ownership Communities, the Maryland Commission on Civil Rights and the D.C. Office of Human Rights

BUSINESS LITIGATION AND OTHER LITIGATION

- Representation of multiple insurers in the areas of law including personal injury and professional liability
- Defense of false arrest, defamation and other intentional torts
- Civil contract and lead based paint litigation

PRESENTATIONS & PUBLICATIONS

Co-Presenter: *Understanding the Impact of Medical Marijuana*, LeadingAge Virginia Webinar, May 21, 2019

Co-Presenter: *Lessons Learned from Hollywood*, Frederick County Society for Human Resources (FCSHRM) Annual Conference, May 2018

Moderator: *Montgomery County Employment Laws Updates & Information - Women in the Workplace*, Montgomery County Office of Human Rights and the Montgomery County Human Rights Commission, May 2018

Author: "Books and Records: Dealing with Requests for Inspection and Copying," *The CCOC Communicator*, publication of the Montgomery County Commission on Common Interest Communities, Summer 2013

Co-Author: *I'm not Liable, He's an Independent Contractor. Or, am I?* *Quorum Magazine*, February 2007