

Bernadette C. Sargeant

PARTNER

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Bernadette has extensive experience conducting sensitive internal investigations, as well as extensive litigation and trial experience. She guides clients effectively and efficiently through a variety of situations, including government investigations and audits.

During her career in private practice and as counsel to various federal government agencies, Bernadette has amassed deep and varied experience as investigating counsel. She has developed a strong reputation as a reliable, insightful and efficient investigator. Her experience as an Assistant U.S. Attorney in the U.S. Attorney's Office for the District of Columbia, counsel in the Department of Justice's Office of Professional Responsibility and the Ethics Committee of the U.S. House of Representatives, combine to make her an ideal workplace investigator, sensitive to the myriad issues that arise in internal and government investigations and ongoing operations under consent decrees.

Bernadette has extensive litigation experience. She has tried over 30 jury trials and dozens of non-jury and administrative trials.

Bernadette also leads clients through government investigations and helps them comply with codes of ethics and conduct and other requirements.

PRACTICES & INDUSTRIES

- Labor, Employment & Benefits
- Business Litigation
- Employment Litigation
- Employment Investigations & Compliance
- Infrastructure Task Force
- Legal Ethics & Professional Responsibility

ADMISSIONS

- District of Columbia
- New York
- U.S. Court of Appeals for the DC Circuit
- U.S. Supreme Court
- U.S. District Court for the District of Columbia

EDUCATION

- University of Michigan School of Law, J.D.
- Bryn Mawr College, A.B.

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While she works with a range of employers and organizations, she has particular experience with energy companies, having previously served as an attorney with the Enforcement Division of the Federal Energy Regulatory Commission and with non-profit organizations including professional associations.

EXPERIENCE

Bernadette has had over 30 jury trials and has served as lead counsel in a variety cases.

Bernadette has conducted dozens of investigations into the most sensitive topics including workplace discrimination and harassment and violations of internal codes of conduct.

She provides practical, efficient and insightful counseling and advice to clients needing to address workplace situations in real time.

Bernadette has served as outside counsel reviewing progress and investigating complaints of workplace discrimination and harassment for an electrical contractor operating under a consent decree arising from the settlement of federal race discrimination lawsuit.

She has experience defending government contractors in litigation with the OFCCP involving affirmative action plan compliance and pay discrimination claims.

Bernadette trains line supervisors and others at private business and government agencies on how to recognize, address and avoid discriminatory workplace harassment and hostile work environments.

She has argued and won numerous appeals both in private practice and in government service.

Bernadette is Chair of the DC Board on Professional Responsibility. She previously served as Chair of the Board's Rules Committee.

RECOGNITIONS

Selected to the 2023, 2024 editions of *Best Lawyers in America*©

PROFESSIONAL & CIVIC ACTIVITIES

Assistant United States Attorneys' Association of the District of Columbia

Society for Human Resource Management (SHRM)

Women's White Collar Defense Association

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DC Board on Professional Responsibility, Chair

NEWS

Sargeant Discusses Workplace Investigations on Employment Law Podcast

01.26.2024

175 Stinson Attorneys Selected to the 2024 *Best Lawyers in America* List

08.17.2023

Bernadette Sargeant Evaluates Need for Outside Counsel in Workplace Investigations in *HR Daily Advisor*

08.17.2023

152 Stinson Attorneys Selected to the 2023 *Best Lawyers in America* List

08.18.2022

Stinson Establishes Infrastructure Task Force to Support Clients

03.08.2022

Bernadette Sargeant, Emily Monroe Discuss #MeToo Bill in *Attorney at Law* Article

02.22.2022

Stinson Attorneys Discuss #MeToo Bill in *Law360* Article

02.17.2022

SPEAKING ENGAGEMENTS

"Managing Investigations: A Guide for In-House Counsel," NBA-CLS Speaker Series, October 6, 2021

New Challenges for HR in 2022

02.03.2022

New Challenges for HR in 2021

02.04.2021

PUBLICATIONS

"When Hiring Outside Counsel Is a Good Investment," *HR Daily Advisor*, 2023

"#MeToo Arbitration Ban – Protect Yourself With Prevention," Stinson Government Contracting Blog, February 2022

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["What Lawyers and Employers Need to Know About the New #MeToo Arbitration Law,"](#) *Attorney at Law Magazine*, February 2022

["Perspective Attitude and Approach, Sensitivity to Employees' Needs and Concerns Will Yield Benefits and Mitigate Risk,"](#) May 2020

Senate Passes #MeToo Bill Allowing Employees to Bypass Arbitration

02.10.2022

OSHA (Finally) Issues COVID-19 ETS Applicable to Healthcare Industry Along with Updated Guidance for All Workplaces

06.10.2021

Best Practices and Lessons Learned for Employers as Pandemic Continues into Fall

10.01.2020

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