Sara Ryan

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Practice Areas

Labor & Employment

Education

University of Maryland Francis King Carey School of Law, J.D., 2010

Pennsylvania State University, B.A., 2005, Schreyer Honors College

Bar/Court Admissions

With over 15 years of extensive experience in labor and employment law, Sara is a seasoned advisor, skilled at guiding employers through complex workplace challenges. She is committed to helping HR and senior leadership update policies and best practices that meet changing employment laws and business objectives, while minimizing legal and financial risks. Known for thriving in high-stakes situations and fast-paced environments, Sara also brings a combination of leadership, teamwork, and problem-solving skills to every project.

As Deputy Assistant General Counsel for Employment at the International Development Office of the General Counsel (Ethics, Employment, Information), Sara interpreted federal employment laws and provided clear, straightforward guidance to senior leadership on issues like workplace conduct, employee performance, special accommodations, discrimination, harassment, wages, and security investigations. She also developed legal strategies focused on minimizing risks and supporting the Agency's goals.

In this role, Sara supervised and mentored a team of 7 attorneys handling labor and employment litigation before the Equal Employment Opportunity Commission, the Federal Labor Relations Authority, the Merit Systems Protection Board, and the Foreign Service Grievance Board, as well as in arbitration. She led the creation of legal strategies and trained supervisors and managers on compliance with employment laws, including reasonable accommodations, discrimination laws, and pay/benefit requirements, while aligning with operational priorities.

*Admitted in Maryland. Practicing under the supervision of D.C. Bar members.