



Rafiq R. Gharbi

PARTNER

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BIOGRAPHY

Mr. Gharbi provides tailored advice to businesses regarding employment laws and workplace issues. With thoughtful attention to each client, Mr. Gharbi's approach draws on a wide range of experience with labor and employment issues to carefully guide employers toward workplace solutions. Whether a business is taking its first steps to assess a potential issue, or actively involved in defending a lawsuit or administrative charge, Mr. Gharbi is a trusted advisor. He works in lockstep with clients to mitigate risk and resolve issues with an emphasis on practical, business-focused resolutions. With the landscape of labor and employment law changing on a near-daily basis, Mr. Gharbi provides timely guidance in a dynamic and complex area of the law.

Mr. Gharbi focuses his practice on employment counseling and defense of management against employment claims, including workplace discrimination, unfair labor practices, wage and hour lawsuits, contract disputes, and workplace torts. Mr. Gharbi's clients seek employment counseling for daily personnel issues, enforcement of employment agreements and covenants, leave issues, discipline, and general personnel questions- oftentimes serving as outside employment counsel

PRACTICES & INDUSTRIES

- [Labor & Employment](#)
- [Executive Compensation](#)
- [Wage and Hour / Wage Payment Law](#)
- [Unemployment Law](#)
- [Occupational Safety Regulation](#)
- [Immigration/Employment of Foreign Nationals](#)
- [Human Resource Management Advice](#)
- [Government Sector Employment](#)
- [Churches and Faith-Based Organizations](#)
- [Employment Claim Prevention Strategies](#)
- [Labor and Employment Litigation](#)
- [Non-Competition Litigation and Counsel](#)
- [Labor-Management Relations](#)
- [Employment Tort Claims and Related Litigation](#)
- [EEO/Discrimination Claim Representation](#)

for business or supporting their human resource departments. He has experience both in federal and state courts, as well as defending administrative charges before federal, state, and local government agencies including the EEOC, NLRB, Department of Labor.

Mr. Gharbi's international practice serves clients seeking advice on employing U.S. nationals, navigating the U.S. Visa system for immigrant and non-immigrant workers, and generally advising on compliance with state and federal employment laws.

Mr. Gharbi also represents mosques and is active in Islamic initiatives throughout Maryland. Faith-based organizations, schools, and nonprofits rely on Mr. Gharbi as their general counsel.

RECOGNITIONS

- *Maryland Rising Stars*[®], Employment Litigation: Defense (2024-2025)

MEMBERSHIPS & ACTIVITIES

- Member: Maryland State Bar Association,
- Member: D.C. Bar Association
- Member: Bar Association of Baltimore City; Young Lawyer's Division Public Service Committee
- Member: Tunisian American Young Professionals
- Member: Salisbury Area Chamber of Commerce Young Professionals
- Member: Islamic Society of Baltimore

Counseling on a wide variety of matters, Mr. Gharbi advises companies, organizations and individuals, both domestically and internationally, ranging from publicly-traded companies with thousands of employees to middle-market companies, closely-held family businesses, nonprofit organizations, academic institutions, sole proprietors and entrepreneurs.

Employment Litigation

- Employment and disability discrimination (e.g., under Title VII of the Civil Rights Act (Title VII), the Age Discrimination in Employment Act (ADEA), the Americans With Disabilities Act (ADA), and the Family and Medical Leave Act (FMLA))

[Sports Law](#)

EDUCATION

University of Baltimore School of Law, 2015, J.D.

Salisbury University, 2012, B.A.

ADMISSIONS

District of Columbia

Maryland

U.S. Court of Appeals: District of Columbia Circuit

U.S. Court of Appeals: Fourth Circuit

U.S. District Court: District of Maryland

- Harassment and retaliation
- Wage and hour violations
- Restrictive covenants, trade secrets and unfair competition
- Plant closings and reductions in force
- Class and collective actions
- Wrongful discharge claims
- Whistleblower claims
- Breach of contract
- Common law claims

Traditional Labor Relations

We represent management in all aspects of traditional labor law under the National Labor Relations Act, in areas such as:

- Collective bargaining
- Grievance and arbitration
- Unfair labor practice charges
- Practice before the National Labor Relations Board (NLRB), public employee relations boards and courts
- Joint labor management committees
- Apprenticeship training programs
- Jointly trustee benefit plans and withdrawal liability

Employment Counseling

- Regulatory compliance and internal and external investigations under federal, state and local statutes, laws and ordinances, including sexual harassment, whistleblower and retaliation issues
- Workplace policies, practices and procedures, including medical marijuana and drug testing policies
- Employee handbooks and policy manuals
- In-house training
- Affirmative Action Plans and audits
- Wage and hour audits
- Security, risk management and privacy
- Downsizing, mass layoffs and reductions in force

- Non-competition, non-solicitation, non-disclosure and other restrictive covenant agreements to protect against unfair competition
- Employee benefits and executive compensation, including Affordable Care Act compliance consulting

INSIGHTS

Presenter: "Leading Interviews," Young Professional Leadership Academy of the Solid Waste Association of North America (SWANA), (November 2022)

Author: "How to accommodate Islamic employee prayer breaks," *HR Laws* (April 2022)

Author: "Workplace Religious Accommodations and Islamic Prayer," Maryland State Bar Association Labor & Employment Newsletter (Winter 2022)

Co-author: "Employees are Requesting Shariah Compliant Investment Options - What Now?," Maryland State Bar Association Labor & Employment Newsletter (Winter 2022)

Co-presenter: "Recent Changes in Federal, Maryland and DC Law," Frederick County Society for Human Resources Management (FCSHRM), Webinar (May 2021)