



Michael R. Hatcher

Principal
Washington, D.C. Region*
*Admitted only in DC, MA and MD
P 703-483-8328
F 703-483-8301
Michael.Hatcher@jacksonlewis.com

Practices

Affirmative Action, OFCCP
and Government Contract
Compliance
Corporate Diversity
Counseling

Services

Diversity and Inclusion
Efforts that Really Work
Reductions-in-
Force/WARN Act

Industries

Construction
Financial Services
Media

Education

Georgetown University
J.D., 1987
cum laude

Dartmouth College
A.B., 1984
cum laude

Admitted to Practice

- U.S. Court of Appeals,
DC Circuit, 1991
- U.S. Court of Appeals,
Federal Circuit, 1990
- U.S. Court of Federal
Claims, 1993
- District of Columbia -
D.D.C., 1989
- District of Columbia,

Michael R. Hatcher is a principal in the Washington, D.C. Region office of Jackson Lewis P.C. He has over 24 years of experience representing a wide range of clients, from Fortune 500 corporations to government agencies, in corporate diversity, employment law and government relations.

Michael provides diversity, employment counseling, and crisis management services to organizations seeking to enhance their diversity programs, performance, and profile. He is skilled at reviewing and assessing existing policies and procedures; enhancing programs aimed at recruiting and retaining talented employees (*e.g.*, Diversity, Equity, and Inclusion Councils, Employee Resource Groups, performance management, talent development); and recommending changes in the structure and management of diversity programs to create sustainable performance. Michael trains audiences from the C-suite to the full workforce on topics such as diversity, equity and inclusion; overcoming unconscious bias; avoiding harassment/sexual harassment; preventing hostile work environment and microaggressions; and crisis avoidance, mitigation, and recovery.

Michael assists companies in developing and implementing comprehensive diversity enhancement plans; compliance with federal, state, and local non-discrimination requirements; EEOC and OFCCP audits and investigations; supplier diversity; outreach and communication efforts; and diversity-related government relations. Michael often conducts internal investigations of alleged misconduct related to discrimination, harassment, hostile work environment, and retaliation. He leads enterprise-wide assessments of corporate diversity efforts and recommends enhancements to institutionalize diversity in every aspect of an organization's operations.

Michael has served as counsel to the PepsiCo Global Diversity and Inclusion Governance Council and the Omnicom Diversity Development Advisory Committee. He previously served as deputy general counsel of the National Coalition of Minority Business (NCMB), where he focused on protecting and expanding federal legislation and policies that provide opportunities for small, minority and women-owned businesses in federal contracting. Previously, Michael served as general counsel of a government contractor engaged in health and human services contracting at the federal and state levels. He served concurrently as general counsel of a related not-for-profit entity conducting research into health issues under grants from the federal government.

Professional Associations and Activities

- American Bar Association

- 1989
- Maryland, 1994
- Massachusetts, 1987

- Dartmouth Lawyer's Association
- Georgetown University Law Center, Adjunct Professor of Law

Published Works

- "States are Leading the Charge to Corporate Boards: Diversify!" *Harvard Law School Forum on Corporate Compliance* (May 2020) [Co-Author]
- "Capitol Hill's Diversity Efforts Are Rubbing Off On Wall Street" *Law360* (January 2020) [Co-Author]