



## Timothy Gorde

Associate, Richmond

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Timothy Gorde is an associate in the Richmond, Virginia, office of Jackson Lewis P.C. He represents management in employment litigation, including preventive advice and counseling.

Timothy defends employers in litigation before state and federal courts and agencies involving claims of harassment and discrimination arising under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, the Fair Labor Standards Act, and state law analogues. Timothy also has extensive appellate experience handling claims under these statutes. He strives to become an extension of his client's team to deliver the best results.

Prior to joining Jackson Lewis, Timothy served as a law clerk to The Honorable Henry Coke Morgan, Jr., of the U.S. District Court for the Eastern District of Virginia and a staff attorney for the United States Court of Appeals for the Fourth Circuit. While attending law school, Timothy was a member of the *Minnesota Law Review* and received the 2012 award for Excellence in Employment Law from the Minnesota State Bar Association.

### Practices

- Employment Litigation
- Wage and Hour
- Trials and Appeals

### Education

- Old Dominion University, B.A. 2009
- University of Minnesota Law School, J.D. 2013

### Admitted to Practice

- Virginia - W.D. Va. 2024
- 4th Circuit Court of Appeals 2015
- Virginia - E.D. Va. 2015
- Virginia 2013

### Speeches

- "Debate on Originalism," National Association of Appellate Court Attorneys (Berkeley, CA July 2022) (moderator)