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## Theresa Davis

Associate

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### Area of Emphasis

Theresa Davis is an associate in the Employment and Labor and Public Sector groups and practices out of Babst Calland's Harrisburg office. She represents public and private employers in a wide range of labor and employment matters. Ms. Davis' practice includes all aspects of state and federal litigation involving employment claims, as well as advising clients on day-to-day workplace issues and compliance strategies. She also represents municipal clients on a wide range of matters.

Ms. Davis has experience handling employment litigation matters from inception through resolution, including drafting pleadings, discovery requests and responses, dispositive motions, and position statements. Her litigation experience includes representing clients in employment discrimination claims, grievance arbitrations, unfair labor practice matters, unemployment compensation hearings, and civil service proceedings.

In addition, Ms. Davis regularly provides counsel to employers on a variety of workplace issues, including employee discipline, internal investigations, terminations, and contract negotiations. She reviews and drafts employment-related documents such as employee handbooks and contracts as well as separation and settlement agreements to ensure compliance with applicable laws and best practices.

Ms. Davis also has experience representing and advocating on behalf of municipal clients, including assisting with responses to, and subsequent appeals of, Right-to-Know Law requests, advising on zoning and land use matters, and drafting ordinances and easements. She brings prior experience in regulatory compliance from her time with the Pennsylvania Higher Education Assistance Agency, where she worked on legislative and regulatory initiatives impacting the student loan industry.

### Background

Ms. Davis earned her J.D. in 2022, *magna cum laude*, from Widener University Commonwealth Law School, where she was a member of the Moot Court Honor Society and received multiple CALI Awards. She earned her B.A. in 2013, *magna cum laude*, in Communication/Journalism from Shippensburg University.

### Memberships and Affiliations

Ms. Davis is admitted to practice in Pennsylvania, as well as the U.S. District Courts for the Middle and Eastern Districts of Pennsylvania.