



## Susan Childers North

### PARTNER

Williamsburg

757.903.0870

snorth@grsm.com

---

### RELATED SERVICES

- Employment
- Class Action Defense
- Retail & Hospitality
- Cannabis, Hemp & CBD
- Commercial Litigation
- Healthcare
- Community Associations

### OFFICES

- Williamsburg
- Richmond

### OVERVIEW

Susan Childers North is co-managing partner of the firm's Richmond and Williamsburg offices. Her practice includes counseling, mediation, arbitration and litigation of a variety of employment issues, including sexual harassment, race and sex discrimination, age discrimination and disability discrimination, wage and hour claims, as well as covenants not to compete, non-disclosure agreements, business conspiracy and trade secrets. Susan also is experienced in defending complex, multiple-plaintiff and pattern and practice cases, including successfully defeating Title VII and 42 U.S.C. Section 1981 class action discrimination cases and wage and hour collective action cases under the Fair Labor Standards Act.

Susan has represented a wide range of clients including housing authorities regarding employment

discrimination claims, wage and hour claims, OSHA complaints and investigations, trade secrets and covenants not to compete, Family Medical Leave Act matters, background checks, affirmative action and other Fair Housing claims. She has also performed various training seminars on a variety of employment law topics to management level employees and to the general workforce.

In addition, Susan counsels employers, credit reporting agencies, furnishers of information to credit reporting agencies and debt collectors on compliance issues related to the Fair Credit Reporting Act (FCRA). Susan litigates these claims as well.

Susan also spends much of her time counseling retail, housing authorities and healthcare clients to avoid litigation by utilizing appropriate anti-discrimination and anti-harassment policies and procedures, affirmative action compliance policies, executive employment contracts containing covenants not to compete, non-solicitation and confidentiality provisions and employee handbooks and training regarding all of the above.

Susan also provides diversity management, counseling, and training to employers. This involves conducting assessments/audits, developing and implementing diversity plans and conducting training and counseling on diversity issues.

Before going to law school, Susan worked as an Equal Employment Opportunity Analyst for the Commonwealth of Virginia. She also maintained her own human resources consulting business, working with clients regarding wage and hour and discrimination issues. Her current clients include mostly retail, and healthcare clients with nationwide operations.

Susan has been selected as one of Virginia's Top 50 Women Attorneys in 2012 – 2014, 2016, and 2018. She also has been selected as a Virginia Rising Star or Super Lawyer from 2006 – 2022 and has been named one of Virginia's "Legal Elite" in Labor and Employment Law every year since 2004. She presented at the Virginia State Bar Association's 117th Annual Meeting in January 2007 on "Learning to Think and React Like a Seasoned Employment Lawyer" and at the Virginia Bar Association's Employment Law Conference in September 2011 on the "Fair Credit Reporting Act: Friend or Foe."

Susan also has been appointed by the Virginia Supreme Court as a faculty member of the Harry L. Carrico Professionalism Course and the I'Anson-Hoffman American Inn of Court XXVII, and she is actively involved in Virginia's Asian Pacific American Bar Association.

## **CREDENTIALS**

### **Admissions**

- Virginia
- Virginia State Courts

- Virginia Federal Courts
- United States Supreme Court

### **Memberships**

- American Bar Association: Member, Labor & Employment Section
- Richmond Bar Association
- Williamsburg Bar Association
- National Asian Pacific American Bar Association (NAPABA) and NAPABA-VA
- Virginia State Bar Diversity Conference
- USLAW Network Inc.: Member, 2006 – 2016; Board Member, 2016 – 2017; Client Liaison Director, 2017 – 2018; Executive Committee, 2017-2018
- Board Member, Credit Control Corporation – Since 2016
- Board Member, One Child Center for Autism – Since 2016

### **Education**

- J.D., *cum laude*, University of Richmond School of Law, 1998
- M.B.A., *cum laude*, George Washington University, 1992
- B.S., Industrial/Organizational Psychology and Business Management, *cum laude*, Old Dominion University, 1989

### **Honors**

- Recognized as a “Top Lawyer” by *Coastal Virginia Magazine* (2023-2025)
- Named among “Influential Women of Law” by *Virginia Lawyers Weekly* (2021)
- Named a “Go to Lawyer” in Employment Law by *Virginia Lawyers Weekly*
- Recognized among the “Top 50 Women Super Lawyers in Virginia” by *Law & Politics* magazine (2012-2014, 2016-2018)
- Listed in *Virginia Business* magazine’s “Legal Elite” for Labor and Employment Law (2004-present)
- *Super Lawyers*® Rising Stars distinction (2007-2008)
- *Super Lawyers*® distinction in Labor and Employment Law (2010-2024)
- Appointed by the Virginia Supreme Court as a faculty member of the Harry L. Carrico Professionalism Course
- Listed in *Chambers USA*, America’s Leading Business Lawyers in Labor & Employment Law (2013-2017)
- Member by invitation to the I’Anson-Hoffman American Inn of Court XXVII
- Adjunct Professor – William & Mary School of Law – Advanced Litigation
- *Best Lawyers in America*® distinction in Employment Law – Individuals (2018-2025), Employment Law – Management (2018-2025), Litigation – Labor and Employment (2019-2025)