

SARAH M. MUGMON

ASSOCIATE

WASHINGTON, D.C.

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Sarah Mugmon has over a dozen years of experience representing hundreds of employers and management-side clients in a broad range of employment and labor law-related inquiries, audits, investigations, claims, and litigation.

Ms. Mugmon defends employers against alleged violations of Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family Medical Leave Act (FMLA), and the Fair Labor Standards Act (FLSA), as well as their state and local equivalents. Her practice involves representing clients in workplace investigations, audits, and enforcement actions conducted by federal, state, and local government agencies, including the U.S. Department of Labor, the Equal Employment Opportunity Commission, the D.C. Office of Human Rights, the Maryland Commission on Civil Rights, and the Virginia Division of Human Rights. She also serves as an independent investigator into workplace complaints and allegations, providing thorough assessments and recommended courses of action when needed.

Ms. Mugmon regularly counsels organizations on evolving legal, regulatory, and policy developments impacting workplace compliance. She designs compliance programs and best practices, including those related to child labor, inclusion and opportunity, and pay equity. In addition to U.S. employers, she advises global employers on pay transparency and pay equity laws, including developing multi-jurisdictional compliance strategies, modeling legally compliant compensation analyses, developing remediation strategies, and confirming accuracy of mandatory reporting. She also advises companies on National Labor Relations Act (NLRA) compliance, including guiding employers through union organizing campaigns, post-certification obligations, and the collective bargaining process. While aiming to mitigate

Office

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Practices

- [Washington DC Expertise](#)
- [EEOC Compliance](#)
- [Inclusion and Opportunity](#)
- [International](#)
- [Federal Contractor Compliance](#)
- [Pay Equity](#)
- [Wage & Hour](#)
- [Workplace Investigations](#)

Admitted to Practice

- District of Columbia
- Maryland
- Virginia

Education

- The George Washington University of Law School (J.D.)
- University of Maryland, College Park (B.A.)

legal exposure, Ms. Mugmon also focuses on her clients' business growth and success in both the short- and long-term.

Prior to joining Fortney & Scott, Ms. Mugmon represented organizations throughout the DC metropolitan area in employment and business law matters, as well as management-side federal employees under civil and Congressional investigations or facing disciplinary actions. Outside of her practice, Ms. Mugmon has served in various leadership roles with the Women's Bar Association of the District of Columbia and is currently a member of its Board of Directors.

PROFESSIONAL ACTIVITIES:

Member of the Board of Directors, Women's Bar Association of the District of Columbia (2025-current)

Secretary of the Board of Directors, Women's Bar Association of the District of Columbia (2024-2025)

Amicus Committee Co-Chair, Women's Bar Association of the District of Columbia (2020-2024)