

SAVANNA L. SHUNTICH

ASSOCIATE

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Ms. Shuntich brings her background in litigation to counseling employers on compliance with employment laws and regulations, with an eye towards avoiding costly disputes.

She advises companies on the use of artificial intelligence (“AI”) in hiring to help employers comply with existing federal civil rights statutes and the growing list of state and local laws regulating AI. She served as a member of The Institute for Workplace Equality’s Artificial Intelligence Technical Advisory Committee, which published a report detailing best practices for the use of artificial intelligence in selections. Additionally, she advises businesses on compliance with state level pay equity and transparency laws.

Ms. Shuntich drafts and counsels companies on employee policy and helps employers navigate employee discipline and terminations. She drafts and advises on severance agreements, non-competition and non-solicitation agreements, and other workplace related contracts.

Throughout the COVID-19 pandemic, Ms. Shuntich guided employers through the reopening process and helped businesses mitigate risk and comply with evolving pandemic-specific local, state, and federal laws and regulations, such as the federal contractor vaccine mandate and new COVID-19-related leave laws.

Ms. Shuntich has experience handling audits and other matters involving the Office of Federal Contract Compliance Programs (“OFCCP”). She drafts and advises on government contracts, including contracts involving prevailing wages and benefits under the Service Contract and Davis Bacon Acts.

Ms. Shuntich has represented individuals and companies in employment disputes before federal and state courts and administrative agencies. She has

Firm Practices

- [Washington DC Expertise](#)
- [Diversity, Equity and Inclusion](#)
- [Government Contracting & Procurement](#)
- [International](#)
- [OFCCP Compliance](#)
- [Pay Equity](#)
- [Wage & Hour](#)
- [Workplace Investigations](#)

Education

- American University, Washington College of Law (J.D., cum laude)
- Davidson College (B.A.)

Admitted to Practice

- District of Columbia
- Virginia
- U.S. District Court for the District of Columbia
- U.S. District Court for the Eastern District of Virginia

litigated discrimination and retaliation cases under Title VII, the Americans with Disabilities Act (“ADA”), and other applicable federal and state civil rights laws. Additionally, she has represented corporate clients in breach of contract claims and other general commercial litigation matters.