



# DISTRICT LEGAL GROUP, PLLC

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## FOR IMMEDIATE RELEASE

### Fourth Circuit Revives Retaliation Claim Brought by Terrance Reeves

March 11, 2026

**National Harbor, Maryland** — Terrance Reeves, represented by Andrew O. Clarke, Esquire and Dionna Maria Lewis, Esquire, of District Legal Group, PLLC, has secured a significant appellate victory in his employment case against federal officials in *Reeves v. Hegseth et al.*

On March 11, 2026, the United States Court of Appeals for the Fourth Circuit ruled that Mr. Reeves presented sufficient evidence for his retaliation claim to proceed, vacating the district court’s prior decision and remanding the case for further proceedings.

Mr. Reeves brought this action after he was subjected to a negative performance review and termination following his complaints of workplace misconduct. The Fourth Circuit recognized that the evidence could support a finding that Mr. Reeves was punished for engaging in protected Equal Employment Opportunity activity.

The Court pointed to evidence showing that Mr. Reeves’ supervisors warned him early in his employment that pursuing an EEO complaint could jeopardize his career. After Mr. Reeves later raised concerns through official channels, those same supervisors became aware of his complaints. Within a short period of time, Mr. Reeves received an “Unacceptable” performance rating and was terminated.

Although the employer claimed that its actions were based on performance issues, the Fourth Circuit held that a reasonable jury could conclude that this explanation was a pretext for retaliation. The Court emphasized that disputes about motive and credibility must be decided by a jury, not resolved at the summary judgment stage.

As a result of this ruling, Mr. Reeves will now have the opportunity to present his retaliation claim in court.

“Mr. Reeves stood up and exercised his rights, and the law protects employees who do exactly that,” said Andrew O. Clarke, Esquire. “The Fourth Circuit made clear that when there is evidence of



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retaliation, employers must answer for their actions before a jury,” said Dionna Maria Lewis, Esquire.

*Reeves v. Hegseth et al.* (No. 24-1568) arises under Title VII of the Civil Rights Act of 1964 and involves claims that Mr. Reeves was retaliated against after engaging in protected workplace activity.

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