

**COUNSEL****Robyn H. Hansen**

WILLIAMSBURG, VIRGINIA

RHansen@SandsAnderson.com

(757) 208-0301

**Practices**

Labor & Employment  
Collective Bargaining for Virginia  
Local Governments

**Industries**

Privately Held & Small Business  
Government  
Schools & Education  
Healthcare  
Non-Profit & Tax Exempt  
Retail & Hospitality  
Commercial Real Estate

**EDUCATION**

William & Mary Law School, J.D.,  
1983

College of William and Mary, B.A.,  
1978

**ADMISSIONS**

Virginia Supreme Court  
U.S. District Court for the Eastern  
District of Virginia  
U.S. Bankruptcy Court for the Eastern  
District of Virginia  
U.S. Court of Appeals for the Fourth  
Circuit

*"I truly care about my clients and solving their problems. I want them to know that I am on their team to help them be successful."*

Robyn is a seasoned attorney who brings over 35 years of experience helping employers meet a wide spectrum of their legal obligations. Robyn can assist clients by crafting and developing appropriate policies, procedures, and employee benefits to create and maintain a positive work environment. She, however, can also serve as a strong advocate representing her clients in claims filed against them with federal or state agencies, or in state or federal court. In every step, Robyn supports clients with the legal tools and perspectives they need to create the best outcomes. As she works, her goal is to help her clients proactively address and resolve issues effectively and efficiently.

Robyn has deep legal talents in an array of employment-related topics. Whether she is supporting a university, advising a medical institution, or beyond, she helps each client look at their specific situation and find a path forward. She provides legal representation and support in addressing issues arising in the employment context such as discrimination and harassment claims, non-competition disputes, defamation claims and wrongful termination claims. No matter her clients' priorities, she remains well-versed in a variety of legal responsibilities relating to federal and state governing statutes such as:

- American with Disabilities Act
- Age Discrimination in Employment Act
- Employment Retirement Income Security Act
- Family and Medical Leave Act
- Fair Labor Standards Act
- Federal Civil Rights Acts

*Continued*

### RECOGNITION

Legal Elite, Virginia Business Magazine, Labor/Employment Law, 2005-2007, 2011-2013, 2016-2020

Best Lawyers in America, Employment Law – Management, 2022

Virginia Super Lawyer, Employment & Labor Law, 2008-2009, 2012

Coastal Virginia Magazine Top Lawyers, 2015

### COMMUNITY SERVICE

Lackey Clinic Board of Directors, Chairman 2019 – present, Board Member 2017 – present

Foodbank of the Virginia Peninsula Board of Directors, Past Secretary/Treasurer and Vice President

YMCA of the Virginia Peninsulas, Board Governance Committee, Former Past-President, President, Vice President & Secretary

Newport News YMCA, Former Chair, Vice Chair, Secretary and Member of the Advisory Board

Street Missions and Restoration Team, Former Secretary, Board of Directors

The Volunteer Center of the Virginia Peninsula Board of Directors, Former Member

City of Newport News Retirement Plan and Health and Welfare Plan, Former Member of Board of Trustees

Newport News Bar Association, Former Secretary and Treasurer

Marshall Wythe School of Law, College of William and Mary, Former Adjunct Professor

### PROFESSIONAL AFFILIATIONS

Virginia State Bar

Virginia Bar Association

- Section 409A of the Internal Revenue Code
- Title VII of the Civil Rights Act of 1964 as amended
- Virginia Human Rights Act

In addition to employment, Robyn also has developed extensive experience in laws governing the public sector, non-profit institutions including health care and educational institutions and small businesses. Thus, she has experience related to the following statutes:

- Health Insurance Portability and Accountability Act
- Section 501C3 of the Internal Revenue Code
- Section 504 of the Rehabilitation Act
- Title IX of the Education Amendments Act of 1972
- Virginia Freedom of Information Act
- Virginia Conflict of Interest Act
- Virginia Public Procurement Act

Outside of the office, Robyn has many diverse interests. One of her favorites is spending time with her family. She has been married for 33 years to her husband Paul, and they have three adult children, Kristen, Lauren, and Nick, as well several demanding but lovable pets. She enjoys reading and writing, and often uses her writing to help and encourage others in their spiritual journeys. Robyn is a foody and loves all aspects of cooking and baking, from grinding wheat to bake bread to creating delicious, healthy meals for family and friends. Some of her favorite pastimes are traveling, yoga, walking, and swimming.

### PROFESSIONAL HIGHLIGHTS

Robyn's professional achievements and experiences are vast, including but not limited to the following:

- Has experience as a litigator in both state and federal courts at the trial and appellate levels on a myriad of employment cases including contract disputes, defamation, and beyond
- Represents physicians and other practitioners on claims brought before the Department of Health Professionals
- Has experience with non-qualified deferred compensation plans, ERISA qualified retirement plans, employee benefit plans, Rabbi Trusts, and compliance with Section 409A of the Internal Revenue Code
- Has extensive experience representing employers before various governmental agencies, such as the Equal Employment Opportunity Commission and the Department of Labor, among other entities