



Counsel | Providence, RI

Brendan F. Ryan

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Overview

Brendan F. Ryan advises private employers, public entities, and educational institutions on complex workplace matters and labor and employment law issues, including employment litigation, internal investigations, and day-to-day workplace counseling. He works closely with organizational leadership and human resources professionals to manage legal risk, resolve disputes, and develop practical compliance strategies. Brendan regularly advises employers facing sensitive workplace decisions, including employee discipline, termination, and accommodation issues that may present significant legal risk.

Brendan represents employers across a range of industries, including higher education, healthcare, nonprofit organizations, and governmental and quasi-public entities. He defends employers in state and federal courts throughout Rhode Island and Massachusetts and before administrative agencies such as the Rhode Island Commission for Human Rights and the Massachusetts Commission Against Discrimination.

His practice frequently involves claims arising under Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), and comparable state statutes, including the Rhode Island Civil Rights Act and the Rhode Island Fair Employment Practices Act.

In addition to litigation, Brendan advises employers on workplace investigations, disability and leave management, employment policy development, and other workplace compliance issues. He also counsels employers navigating unionized workforces and issues arising under collective bargaining agreements.

Brendan approaches workplace disputes with a focus on early risk assessment and practical problem solving. When litigation becomes necessary, he represents employers through all stages of the process, including discovery, mediation, dispositive motion practice, and appeals.

Experience

- Defends employers in state and federal court in matters involving discrimination, harassment, retaliation, wage-and-hour disputes, and other employment-related claims.
- Represents employers in proceedings before administrative agencies including the Rhode Island Commission for Human Rights and the Massachusetts Commission Against Discrimination.
- Advises employers on workplace disputes involving disability accommodation, medical leave, and employee discipline and termination decisions.
- Counsels employers on employment policies, employee handbooks, and workplace compliance strategies.

- Obtains favorable results for employer clients through dispositive motion practice, including motions to dismiss and summary judgment.
- Represents clients in appellate proceedings before the United States Court of Appeals for the First Circuit.

Credentials

Practices

- [Labor & Employment](#)

Education

- Roger Williams University School of Law (J.D. *magna cum laude*, 2014)
- Boston University (B.A., 2011)

Admissions

- Rhode Island
- Massachusetts
- U.S. District Court, District of Rhode Island
- U.S. District Court, District of Massachusetts
- U.S. Court of Appeals for the First Circuit

Honors

- Selected as Best Lawyers: Ones to Watch, 2025 and 2026 in the field of Labor and Employment – Management.