



Tri-State Defense Lawyers Association

Maine's CLE Seminar and Spring Social

Sexual Harassment and the Law in 2019

About the Speakers

Assistant United States Attorney ("AUSA") Andrew Lizotte represents the United States and federal agencies as defense counsel in employment discrimination cases arising under Title VII of the Civil Rights Act of 1964, including those alleging gender-based discrimination and hostile work environment. He represents the federal government in tort, constitutional, and other civil matters before the U.S. District Court and First Circuit, as well as in affirmative civil enforcement proceedings brought pursuant to the False Claims Act and Controlled Substances Act. In addition to his civil practice, AUSA Lizotte also occasionally handles criminal matters. Outside of his practice at the U.S. Attorney's Office, AUSA Lizotte is a commissioned officer in the Air Force JAG Corps, Air Reserve Component, currently assigned to the New Hampshire Air National Guard, 157th Air Refueling Wing, Pease AFB.

Ann Freeman is a labor and employment attorney at Bernstein Shur. She has experience representing



both public and private sector entities in a variety of employment and labor matters including providing day-to-day advice and counsel to her clients on the myriad of state and federal employment laws, representing clients before the Maine Human Rights Commission, Maine Labor Relations Board and state and federal courts, providing necessary trainings—compliance or not—to clients and various organizations related to sexual harassment, implicit bias, ADA compliance and other employment-related topics, and conducting

investigations on issues ranging from sexual harassment to corporate ethics and workplace bullying. She started her career in private practice for a medium size firm as a civil litigator. Prior to joining Bernstein Shur, she also worked in-house as labor relations manager, ethics and compliance officer and in-house counsel for Maine's largest city. Ann grew up in Bowdoinham, Maine and went to Mt. Ararat High School. She went on to receive her BA from Dartmouth College and her JD and MS in Environmental Law from Vermont Law School. She currently lives in Portland with her husband and three daughters.

Abigail Varga is a shareholder at Lambert Coffin with a practice dedicated to problem resolution in a



wide variety of civil matters. Abbey frequently represents professionals in matters before a number of different state licensing boards and defends medical providers in malpractice actions in the prelitigation process through trial. Her practice also includes representing and advising both employers and employees on various employment related issues, including compliance with federal and state anti-discrimination laws, wage and hour laws, employee leave issues under the FMLA, ADA, and other state laws, and on issues

involving employee discipline and termination. Abbey's advocacy also extends to the practice of family law and probate litigation, where she is passionate about protecting and advocating for the rights of individuals during what is often the most difficult time in their lives. She regularly appears before a variety of administrative agencies and in trial and appellate court matters.