



Britt-Marie K. Cole-Johnson

Partner

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Hartford — 860.275.8279

New York

Britt-Marie Cole-Johnson focuses her practice on counseling private sector employers, ranging from startups to the Fortune 500, multi-national corporations, nonprofit health care organizations, and educational institutions to manufacturers, in all areas of employment law. She handles sensitive, high-risk personnel issues and investigations as well as compliance and training. Britt-Marie is a member of our firm's Labor, Employment, Benefits, Immigration + Tax group as well as the Managing Committee.

Board Advisory Services

In today's marketplace, boards are faced with constant change and a complex governance landscape. Between the rise in public scrutiny, an increased focus on risk management, and the significant role that directors have in the talent management strategy, organizations are expected to have insightful, forward-thinking, and effective boards. As a former board chair of a multi-million dollar organization and a counselor to the boards of significantly larger organizations, Britt-Marie is well-versed in the key collective and individual responsibilities of directors and the critical need for boards to seek governance, risk, and strategy guidance. When there is an employment-related or board member-related opportunity, challenge, or crisis (or some combination thereof), she is called upon to provide sound, strategic counsel. She regularly counsels board chairs, chief executive officers and other C-Suite executives, and nominating, governance, and audit committees, on a variety of matters, including C-Suite and director transitions, the executive search and selection process, workplace investigations, and board and committee training.

Employment Counseling, Compliance, + Training

Britt-Marie counsels companies and human resource professionals in all areas of employment law, including discharge and discrimination issues, workplace investigations, personnel policies and handbooks, affirmative action compliance, employee discipline, wage and hour issues, disability and reasonable accommodation, family and medical leave, unemployment, employment and independent contractor agreements, severance and separation agreements, individual terminations and reductions in force, and workplace health and safety issues.

Workplace Investigations

Britt-Marie is a trained workplace investigator and regularly conducts, manages, and provides advice regarding workplace investigations involving all types of employment-related issues, particularly those requiring Board of Director and senior management involvement and high-profile matters. She serves as a faculty member for the Association of Workplace Investigators and frequently gives presentations on workplace investigations for Society of Human Resource Management chapters, the Association of Workplace Investigators, and other professional groups, as well as firm clients.

Employment Litigation + Administrative Advocacy

Britt-Marie represents employers in claims of discrimination, wrongful termination, workers' compensation retaliation, and other

employment disputes and litigation, including affirmative action compliance evaluations involving the Office of Federal Contract Compliance Programs. She also represents employers in related federal and state administrative proceedings, including discrimination claims before the Equal Employment Opportunity Commission and the Commission on Human Rights and Opportunities, workers' compensation retaliation claims before the State of Connecticut Workers' Compensation Commission, and retaliation claims before the U.S. Department of Labor's Occupational Safety & Health Administration.

Prior to law school, Britt-Marie taught in the Atlanta Public School System as a Teach for America corps member. She interned with Judge M. Yvette Miller at the Georgia Court of Appeals and participated in Emory University School of Law's Barton Child Law and Policy Clinic.

Services

- Labor, Employment, Benefits + Immigration
- Workplace Investigations
- Diversity, Equity, Inclusion + Belonging (DEIB) Counseling + Training
- Training
- Employment Counseling + Compliance
- Employment
- Employment Litigation
- Internal Investigations + Corporate Compliance
- Workplace Health + Safety

Industries

- Education
- Tax-Exempt Organizations

Education

- Emory University School of Law (Juris Doctor)
- Emory University (Bachelors)
 - B.A., English, with French and Sociology minors

Admissions

- State of Connecticut
- State of New York
- U.S. District Court, District of Connecticut
- Mashantucket Pequot Tribal Court

Recognitions

Ranked in *Chambers USA: America's Leading Lawyers for Business* in the State of Connecticut in the area of Labor & Employment since 2019

Named a "Law Firm Thought Leadership" finalist as part of *Corporate Counsel's* 2025 Women, Influence & Power in Law (WIPL) Awards

Hartford Business Journal 2023 "Women in Business" Honoree

Among the 2022 recipients of the National Bar Association's "40 Under 40 Nation's Best Advocates" award

Presented with the Distinguished Leader Award by the *Connecticut Law Tribune*, 2022

Chosen as one of the 2022 honorees for The 100 Women of Color Gala & Awards

Selected by her peers for inclusion in The Best Lawyers in America® in the areas of Employment Law - Individuals and Employment Law - Management for 2026, 2025 and 2024

Selected to the Connecticut Super Lawyers list from 2020 to 2025

Selected as a Rising Star in the Connecticut Super Lawyers list from 2013 to 2018

Selected for inclusion among the Lawyers of Color's inaugural Nation's Best in the Eastern Region

Hartford Business Journal, 2018 "Forty Under 40" Inductee

Robinson+Cole Diversity and Inclusion Award Recipient, 2016

Pro Bono Partnership, 2012 Volunteer of the Year

Emory University School of Law, Dean's Public Service Award

Recognized in the special section "Lawyers of Color: High Achievers," *Connecticut Law Tribune*, 2011

Connecticut Women's Education and Legal Fund (CWEALF), Forty Women for the Next 40 Years, Inductee

Connecticut Law Tribune, recognized in 2014 *New Leaders in the Law Yearbook*

Robinson+Cole Community Service Award Recipient, 2014

Leadership + Memberships

Association of Workplace Investigators

Certificate Holder

Board of Directors (2017 - 2023)

Connecticut Bar Foundation

James W. Cooper Fellow (2016 - present)

U.S. District Court, District of Connecticut

Federal Grievance Committee (2016 - 2021)

American Bar Association

American Bar Foundation

Fellow (2022 - Current)

American Employment Law Council

Connecticut Bar Association

George W. Crawford Black Bar Association

Human Resource Association of Central Connecticut

Connecticut Paid Leave Authority

Board of Directors (2022 - 2023)

YWCA Hartford Region

Member, Board of Directors (2011-2017 and 2019-2021)

Past Chair, Board of Directors (2015 - 2016)

Former Chair of Governance Committee

Former Chair of Nominating Committee

Event Co-chair for the 19th Annual 'In the Company of Women' Luncheon

Oak Hill

Board of Directors; Governance Committee Member (2020 - 2024)

Teach for America - Connecticut

Board of Directors (2017 - Current)

Board Chair (2022 - Current)

Hartford Foundation for Public Giving

Ambassador; Scholarship Committee

Greater Hartford Chapter of Jack and Jill of America, Inc.

Chair of the Nominating Committee

Former Corresponding Secretary (2012 - 2018)

Loomis Chaffee

Board of Trustees (2023 - present)

Chair, Audit Committee

Investment Committee

Salaries & Benefits Committee

Head's Council (2016 - 2023)

Greater Hartford Arts Council

Grant Panelist (2010 - 2011)

University of Connecticut School of Business

Adjunct Faculty

UCONN Health

Board of Directors