



Rauchell A. Beckford-Anderson

Associate

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Hartford — 860.275.8240

Rauchell A. Beckford-Anderson focuses her practice on employment counseling and litigation, workplace investigations, and labor relations. She represents a wide range of employers, ranging from *Fortune 500* Companies and publicly traded companies to nonprofit organizations, educational institutions, and manufacturers in a variety of employment-related matters, including litigation before the Equal Employment Opportunity Commission (EEOC), the Department of Labor (DOL), and various state and federal agencies and courts. Her matters have involved wrongful termination, discrimination, harassment, retaliation, the federal Fair Labor Standards Act (FLSA), accommodation requests, and wage and hour claims.

In addition, Rauchell is a trained workplace investigator with a certificate from the Association of Workplace Investigators. She regularly conducts workplace investigations involving claims of discrimination, harassment, retaliation, fraud, workplace misconduct, and Title IX violations on behalf of clients, including colleges and universities and healthcare entities. Rauchell also provides advice regarding workplace investigations requiring Board of Director and senior management involvement and high stakes matters.

Rauchell offers clients proactive, preventative counsel and litigation-avoidance strategies and 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.

Rauchell regularly speaks and presents on a wide range of employment topics and has written articles on a variety of areas of employment law. In addition, Rauchell has assisted clients with several employment-related pro bono matters.

Services

- Labor, Employment, Benefits + Immigration
- Employment
- Employment Counseling + Compliance
- Workplace Investigations
- Employment Litigation + Administrative Advocacy
- Labor Relations

Education

- Western New England University School of Law (Juris Doctor)

- Dean's List
- Cali Award for Excellence in the areas of Domestic Violence, Electronic Discovery, and Consumer Protection
- Catherine J. Jones Endowed Memorial Scholarship, Joan D. and Judge Luke F. Ryan Endowed Memorial Scholarship, Pellegrini Family Endowed Scholarship
- 1L Student Mentor
- Women's Law Association - Evening Division Student
- Black Law Students Association – Evening Division Student Liaison
- Central Connecticut State University (Bachelors)
 - B.A., Psychology, Business Management Minor

Admissions

- State of Connecticut
- U.S. District Court, District of Connecticut

Recognitions

Named a Rising Star in the Connecticut *Super Lawyers* list (2023-2024)

Leadership + Memberships

Association of Workplace Investigators

Certificate Holder

Connecticut Bar Association

Young Lawyers Section (2017-Present)

Young Lawyers Section Labor and Employment Law Committee, Co-Chair (2020-2021)

George W. Crawford Black Bar Association

Student Mentoring Committee (2018-2020)

Panelist, "How to be a Law Clerk" (10/22/2018)

Aurora Women & Girls Foundation

Board of Directors (2024-present)

Co-chair, 2025 Luminary Celebration Committee

Generation Power CT (formerly Operation Fuel)

Chair, Board of Directors (2020-Present)

Lawyers Collaborative for Diversity

Board of Directors (2019-2021)