

RICHARD S. UGELOW
4511 38th Street, N.W.
Washington, D.C. 20016
Richard@Ugelow.Com

Practitioner-In-Residence June 2002 - to present
Washington College of Law
American University
Washington, D.C. 20016
(202) 274-4038

Teach and supervise cases and matters in the Glushko-Samuelson Intellectual Property Law Clinic (through 2004) and the Civil Practice Clinic. Honor Code Prosecutor (2004-2005). Faculty member on the WCL summer programs to Chile (2003) and to Turkey (2005).

Deputy Section Chief August 1973 - May 2002
Employment Litigation Section
Civil Rights Division
U.S. Department of Justice
Washington, D.C. 20530

I was responsible for supervising investigations, case development, and all aspects of litigation strategy in actions filed by the United States to enforce Title VII of the Civil Rights Act of 1964, as amended, and Executive Order 11246, which prohibit discrimination in employment based upon race, sex, religion and national origin. I was the lead trial attorney in, among others, cases against the Cleveland, Buffalo, San Francisco and Philadelphia police and/or fire departments. The issues in these cases involved the lawfulness under Title VII, the Uniform Guidelines on Employee Selection Procedures, and professional standards of procedures used to select or promote police officers and fire fighters. The Cleveland, Buffalo, and San Francisco cases involved the lawfulness of physical performance tests. During the course of this litigation and in my other duties, I reviewed validity evidence, job analyses and physical performance tests and items and utilized the expertise of exercise physiologists, industrial organization psychologists and statisticians. I also regularly consulted with federal government agencies regarding physical fitness and abilities standards. I was a frequent speaker at conferences that concern issues of employment discrimination faced by police and fire departments, with a special emphasis on physical performance standards.

Judge Advocate General Corps April 1969-June 1973
U.S. Army (Captain)

EDUCATION:

Georgetown University, LLM (1974)
American University, JD (1968)

Hobart College, BA (1965)

BAR ADMISSIONS:

District of Columbia
State of Florida
State of Maryland