



R. Douglas Taylor

Shareholder

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OVERVIEW

R. Douglas Taylor, Jr. is a shareholder at Bean, Kinney & Korman who counsels nonprofit organizations, associations, businesses, business owners, and higher education institutions on the full spectrum of employment law and workforce-related challenges. With nearly three decades of experience, Doug is a trusted advisor to mission-driven entities navigating complex and highly regulated environments.

Doug regularly serves as outside counsel, advising on day-to-day employment matters as well as high-stakes issues involving staff relations, internal investigations, regulatory compliance, and institutional risk management.

He works closely with nonprofit organizations and associations on board governance, employment policies, executive compensation, and workplace compliance, helping leadership teams align legal obligations with organizational mission and culture. Drawing on his extensive experience before federal and state agencies—including the EEOC, DOL, NLRB, and OSHA—Doug represents clients in investigations and disputes while proactively developing strategies to mitigate risk.

Doug is known for delivering timely, practical solutions on issues ranging from discrimination and harassment claims to workforce restructuring, wage and hour compliance, and restrictive covenants. His approach emphasizes clear communication, defensible decision-making, and sustainable policies that support long-term organizational success.

In addition to his client work, Doug is actively engaged in the community and serves on boards and executive committees including the Arlington Chamber of Commerce, Advance Arlington, and for the Advisory Council for the non-profit PathForward.

BAR & COURT ADMISSIONS

- Maryland, 1992
- District of Columbia, 1994
- Virginia, 1995
- U.S. District Court for the Eastern District of Virginia
- U.S. District Court for the District of Maryland

- U.S. District Court for the District of Columbia
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Federal Circuit

EDUCATION

- Georgetown University Law Center, J.D., 1992
- University of Maryland, B.S., 1989

AWARDS & AFFILIATIONS

Awards

- Virginia Lawyers Weekly, “Go to Lawyer”, Employment Law, 2024
- Arlington Chamber of Commerce, President's Award, 2023
- Best Lawyers in America in Employment Law – Management and Litigation – Labor and Employment, 2024-2026
- Virginia Business Legal Elite, Labor/Employment Law, 2022-2025
- Arlington Magazine, Top Attorney – Employment (Employer), 2021-2025, Employment (Employee), 2021-2024, Schools & Education, 2019, 2021, 2024

Professional Affiliations

- LEAD!, Leadership Center of Arlington, Class of 2025
- Advance Arlington (formerly Arlington Committee of 100) Board of Directors, 2023 – Present, (Program Committee, 2023 – Present)
- Arlington Chamber of Commerce (Executive Committee, Assistant Treasurer, 2026), (Board of Directors, 2018 – 2023; 2025 – Present), (Membership Engagement Committee, 2021 – Present)
- National Association of College and University Attorneys (2016 – 2023)
- Advisory Council, PathForward, Arlington, Virginia (2021-Present)