

Gillian McKean Bidgood

EMPLOYMENT ADVICE & INVESTIGATIONS CHAIR

she / her / hers

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Gillian Bidgood treats clients' problems like her own. As chair of the firm's Employment Advice and Investigations practice, she looks beyond the law and works with clients to understand the financial, practical, and personal motivations and implications of the employment issues and employment litigation she handles. This broad perspective helps Gillian ensure that she is responsive to clients' needs and that she can proactively help clients define and meet their goals.

Gillian has successfully honed her skills as a trial attorney and legal counselor. Clients rely on her to find solutions and give sound advice on all stages of the employment relationship from hiring to post-termination disputes.

Gillian has significant experience with:

- Employment and independent contractor agreements
- Non-compete and non-solicit covenants
- Employment policies and handbooks
- Workplace investigations
- Employee discipline
- Wage and hour issues
- Severance agreements
- Employment aspects of mergers and acquisitions
- Administrative proceedings
- Civil lawsuits

Gillian also frequently writes and presents for lawyers and business people on critical employment topics.

Education

- University of Denver Sturm College of Law (J.D.)
 - Order of St. Ives
- University of Colorado Boulder (B.A.)
 - with distinction; Phi Beta Kappa Society

Capabilities

- Commercial Litigation
- Employment Advice & Investigations
- Employment Litigation, Arbitration & Dispute Resolution
- Labor & Employment
- Labor & Employment - Health Care
- Litigation
- Workplace Safety, Health (OSHA) & Environmental Advising
- Restrictive Covenants & Trade Secrets Litigation
- Behavioral Health
- International Employment & Labor Law

Bar Admissions

- Colorado

Court Admissions

- U.S. District Court, District of Colorado

Memberships

- Law360 Colorado Editorial Board, 2025
- HistoriCorps
 - Board of Directors, 2019-present
- Colorado Bar Association
 - Board of Governors, 2010-2017
 - Fellow, Colorado Bar Foundation, 2010-present
- Denver Bar Association
 - Board of Trustees, 2011-2013; 2014-2017
 - Second Vice President, 2012-2013
 - Young Lawyers Division, Executive Council, 2008-2012
 - Secretary, 2009-2010
 - Chair-Elect, 2010-2011
 - Chair 2011-2012
 - Barrister's Benefit Ball Executive Committee, 2011-2012
 - Mentoring Committee, 2011-2013
- The Women's Foundation of Colorado
 - Empowerment Council, 2015-2017
 - Luncheon Committee, 2015-2017
 - Membership Committee, 2016-2017
 - Power of Extended Philanthropy Club, 2017-2020
- Parkinson Association of the Rockies
 - Board of Directors, 2003-2007
- Phi Beta Kappa Alpha Association of Colorado
 - Board of Directors, 2003-2011
 - President, 2008-2010

Recognition

- Named to *5280 Magazine's* "Denver's Top Lawyers" list for Labor/Employment: Defense, 2024-2026
- Selected for inclusion in *Best Lawyers in America*® for:
 - Employment Law - Management, 2023-2026
 - Litigation - Labor and Employment, 2023-2026
- Denver Bar Association's Young Lawyer of the Year, 2015
- Appointed to Chief Justice Rice's Commission on Professional Development, 2014-2019
- Train the Trainers and CAMP Orientation Sub-Committee Co-Chair for Chief Justice Rice's New Lawyer Working Group, 2014-2017
- Licensing Track Leader of Chief Justice Rice's New Lawyer Working Group, 2017-2018
- Selected to serve in a working group of the Chief Justice Bender's Commission on the Legal Profession, 2011-2014
- Selected to serve on Colorado Bar Association/Chief Justice's Commission on Colorado Mentor Program, 2012-2014

- Selected for inclusion in Colorado *Super Lawyers Rising Stars*, Business Litigation, 2009 - 2011; Civil Litigation Defense, 2012-2019
- Selected for inclusion in Colorado *Super Lawyers*, Employment and Labor 2020
- Colorado Bar Association Leadership Training, 2011

Matters

- Successfully obtained settlement and avoided trial with client's former employee and new employer, terms included extending non-compete agreement by 24 months
- Successfully obtained summary judgment and avoided costly trial on disability discrimination by a former employee whose physical condition prevented her from performing her job duties
- Successfully represented employer in unemployment appeal hearing establishing that employee with multiple chemical sensitivity resigned without good cause and that employer had reasonably attempted to accommodate the employee
- Submitted successful brief supporting decision of unemployment appeal hearing officer, convincing appellate office that employee was at fault for the termination of her employment
- Investigated and drafted position statement that successfully convinced state human rights commission that there was no cause to believe that employer demoted employee and employee resigned because of age discrimination
- Investigated and drafted position statement that successfully convinced the Equal Employment Opportunity Commission that there was no cause to believe that hospital that refused to accept employee's rescission of her resignation based on concerns about the employee's job performance and not discrimination on the basis of disability
- Successfully briefed and negotiated with administrative agency to reduce independent contractor misclassification award and penalty
- Advised client on converting independent contractors to employees and drafted documents and policies necessary for the conversion
- Advised client on staffing structure (employees and independent contractors) and state-specific employment practices to facilitate operations and minimize legal risk during national expansion
- Week long investigation of allegations of discrimination and harassment, reaching conclusion on employee complaint