



Emma J. Redden

Shareholder

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Emma Redden litigates and provides advice and counsel in employment law.

Ms. Redden represents and advises clients across a variety of industries including, health care, financial services, agriculture, and manufacturing, with a special focus on education including both higher and lower educational institutions.

Ms. Redden's litigation practice centers around advising and representing her clients as it relates to compliance with applicable employment laws and claims pending in state and federal courts before administrative agencies such as the EEOC and the DOL. She has defended her clients against claims of discrimination, harassment, retaliation, and wage and hour violations, as well as asserting claims against former employees for violation of restrictive covenants and other obligations, including financial responsibilities to their employers.

As a complement to her litigation practice, Ms. Redden helps advise clients on issues related to employee disability and medical leave, termination of employment and employee discipline, and company policies and procedures. She frequently revises employee handbooks and prepares required employee documentation. Ms. Redden also has experience serving as a third-party investigator for claims of discrimination and retaliation in the workplace.

Ms. Redden is a member of the Firm's Higher Education Group, assisting educational institutions with Title IX compliance, including drafting Title IX policies and procedures, and training Title IX staff. She also has experience in conducting investigations of claims of sexual misconduct involving students and faculty/staff.

Ms. Redden is a frequent speaker and author about various employment and Title IX topics. She provides on-site employee training on topics such as sexual harassment, discrimination, retaliation, and other employment issues in the workplace, in addition to training in Title IX compliance and policy implementation.

Representative Matters

- Conducted a multiday Title IX investigation for a private university in Winchester, Virginia, which included issuing a findings report with recommendations for improvement.
- Drafted Title IX policies and procedures, trained advisors and hearing board members, as well as served as ongoing Title IX investigator for a private liberal arts college in Memphis, Tennessee.
- Advised a private college in Lakeland, Florida, regarding the use of service animals under the Americans with Disabilities Act for students and staff.
- Assisted a private university in Clinton, Mississippi, by responding to an investigation issued by the Office for Civil Rights related to the School's Title IX policies and compliance.
- Re-wrote the dress code policy for a private two-year college in Nashville, Tennessee.
- Obtained early dismissal on an employment discrimination lawsuit in federal court with a Motion to Dismiss for Failure to State a Claim.
- Obtained summary judgment in federal court in Arkansas on a race, color, and national origin discrimination and retaliation case.

- Represented a brokerage firm in a Financial Industry Regulatory Authority (FINRA) arbitration action against its former employee for over \$100,000 owed under his employment agreement. Obtained an award for the full amount, plus interest, and a denial of all the employee's counterclaims.



Professional Honors & Activities

- Board Member – Federal Bar Association, Memphis Chapter (2017 – present)
- Included in *Best Lawyers: Ones to Watch® in America* for Labor and Employment Law – Management (2021 – 2025)
- Selected to Mid-South Rising Stars in Employment Litigation Defense (2017 – 2023)
- Student Member – Leo Bearman Sr. American Inn of Court (2010 – 2011)
- Associate Member – Leo Bearman Sr. American Inn of Court (2016 – present)
- Student Research Assistant to Professor Ralph Brashier at University of Memphis Cecil C. Humphreys School of Law (2012 – 2013 academic year)
- Intern for the Honorable Julia Smith Gibbons in the United States Court of Appeals for the Sixth Circuit (summer 2012)



Publications

- "August 1 Deadline for Title IX Regulations Has Arrived Amidst Pending Litigation and Continuing Confusion" (August 2024)
- "It's Time to Revise Your Title IX Policy and Procedures: The Biden Administration Rolls Back Trump-Era Title IX Regulations and Expands Protections " (April 2024)
- "Common Ground," *Diversity Matters Newsletter* (Winter 2023)
- "How to Protect Your Website Against ADA Accessibility Claims," *Bloomberg Law* (November 2022)
- "Tax-Exempt Private Schools Treated Equally to Federally Funded Schools, Subject to Title IX Requirements" (July 2022)
- "Key Changes to the Title IX Regulations in 2022 Proposed Amendments" (July 2022)
- "Ahead of Revised Title IX Regulations, Biden Administration Policy Directive Extends Title IX Protections to Gay and Transgender Students" (August 2021)
- "Updated Title IX Regulations Expected from Biden Administration" (March 2021)
- "New Title IX Regulations – Key Changes and New Employer Obligations" (July 2020)
- Co-author – "Whose Document Is It: Legal Analysis of Employee Self-Help for Use in Litigation and Lawyers' Ethical Responsibilities," with Angie Davis and Emma Davis (Baker Donelson), Jon W. Green, Green Savitis, LLC, and Ann Marie Vercruysse Welch, Clark Hill PLC (March 2018)
- "Changing Focus and Exposing a Solution: Using Section 2 of the Voting Rights Act to Challenge Tennessee's Voter Identification Law," 44 *University of Memphis Law Review* 229 (2013)



Speaking Engagements

- "Gender-Related Issues in the Workplace," Tennessee Healthcare Administrator's Conference (March 2023)
- "The Impact of COVID on Employers: What are the Legal Requirements and Best Practices for Compliance?," Tennessee Society of CPAs, Memphis Chapter (March 2022)
- "Migraine Mondays, Dementia, and the Legalization of Marijuana: Complicated Reasonable Accommodation Requests in the Workplace," MGMA Monthly Meeting (June 2020)
- "Migraine Mondays and Animal Accommodations: Recent Reasonable Accommodation Issues" (December 2019)
- "Weed in the Workplace, Animal Accommodations, 'Migraine Mondays': Recent Workplace Accommodation Issues," West Tennessee Society for Healthcare HR Administration (August 2019)
- Co-presenter – "Are You and Your Employees Ready to Handle ADA Issues?," Sixth Annual Hospitality & Tourism Law Symposium (July 2017)

- "Recent Developments in LGBTQ Law and Effect on Employers," Tennessee SHRM Annual Meeting (September 2016)
- "Understanding Mississippi's New 'Religious Freedom' Bill," Baker Donelson L&E seminar, Southaven, Mississippi (June 2016)
- SHRM Employment Law Mock Trial (November 2015)



Webinars

- Implementing the Title IX 2024 Final Rule in the Midst of State-Level Legal Challenges (July 2024)
- Beyond the Basics: Sharpening Your FMLA Tool Kit (August 2023)
- Title IX Professionals Panel: Exploring What the New Regulations May Bring for the 2021-2022 School Year (July 2021)
- DOE's Final Title IX Regulations – Key Modifications and Practical Guidance on What To Do Now! (May 2020)



Education

- University of Memphis Cecil C. Humphreys School of Law, J.D., 2014, summa cum laude
 - Managing Editor and Member – *University of Memphis Law Review*
 - Runner-Up, Best Note Award – *University of Memphis Law Review*
 - CALI Excellence for the Future Awards – Contracts I, Constitutional Law, Business Organizations, Professional Responsibility, International Business Transactions, Legislation, Sales
 - Dean's Award for Excellence – Best Brief, 2012
 - Dean's Distinguished Pro Bono Award, 2012 – 2013
 - Vice President – International Law Society, 2012 – 2013
- Rhodes College, B.A. in International Studies and Political Science, 2010



Admissions

- Tennessee, 2014
- U.S. Sixth Circuit Court of Appeals, 2021
- U.S. District Court for the Western District of Tennessee, 2014
- U.S. District Court for the Middle District of Tennessee, 2021