



Aaliyah L. Locke

Associate

Birmingham | 205.250.8319 | alocke@bakerdonelson.com

Aaliyah Locke assists clients in a broad range of litigation matters.

Ms. Locke is an associate in Baker Donelson's Birmingham office and focuses her practice on commercial litigation matters. She assists with all aspects of litigation, including managing discovery, briefing for motions, and negotiating resolutions.

Ms. Locke's litigation experience extends beyond commercial litigation and includes additional areas such as construction litigation and complex torts. She has handled matters related to negligence, premises liability, contractual disputes, design defects, and warranty issues. In these cases, Ms. Locke has successfully achieved results which include complete dismissal with prejudice against tort claims and favorable settlements during the discovery phase.

In addition to her litigation work, Ms. Locke assists clients with labor and employment issues, primarily defending matters related to the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and Title VII of the Civil Rights Act. She also advises clients on internal policies and procedures. Her successful work includes negotiating numerous favorable settlement agreements in areas ranging from race discrimination and retaliatory discharge to misappropriation of trade secrets.

Prior to joining Baker Donelson, Ms. Locke served as a legal intern for the University of Alabama School of Law's Civil Law Clinic and Elder Law Clinic, where she helped secure a victory at the Alabama Supreme Court that established the right to appeal concealed carry permit denials to circuit court. She also served as a clerk for the Honorable Samuel Junkin of the 24th Judicial Circuit Court of Alabama and spent time as a legal research assistant at the University of Alabama School of Law, where she focused on prison reform.

Representative Matters

- Obtained a favorable pre-litigation settlement on behalf of a client.
- Defended a client in a Department of Labor hearing, resulting in the denial of unemployment benefits for a former employee.
- Drafted position statements for a client in a matter related to claims of discrimination under the ADA, GINA, and Title VII.
- Providing ongoing advice to a client regarding gender-affirming care and DEI-related executive orders from President Trump.
- Obtained complete dismissal of a case alleging negligence against a client.
- Obtained complete dismissal of a case alleging fraud and misrepresentation against a non-profit organization.
- Obtained complete dismissal of a case brought by a former contractor against a non-profit organization.
- Obtained a complete plaintiff's verdict, plus awarded attorneys' fees, on behalf of a transportation broker in arbitration for claims against a contractor.

Professional Honors & Activities

- Member – Birmingham Bar Association
- Member – ZeroZero Foundation Board of Directors (2023 – present)

- Member – Bench and Bar Legal Society (2021 – 2022)



Publications

- "Creating a Flexible and Inclusive Workplace During the Holiday Season," *Diversity Matters Newsletter* (Winter 2024)
- "The Double-Edged Sword of AI: How Employers Can Harness Big Data Responsibly," *Diversity Matters Newsletter*, Republished January 2, 2025, in HR.com (Winter 2024)
- "Workplace Protections for the Working Mother," *Women's Initiative Newsletter*, republished July 24, 2023, in *HR Daily Advisor* (June 2023)



Speaking Engagements

- Presenter – "AI and Employment Law: What HR Professionals Need to Know," TN SHRM Conference (August 2024)



Webinars

- "Brother Outsider" Discussion (June 2024)



Education

- University of Alabama School of Law, J.D., 2022
- Southern Illinois University, B.S., 2018, summa cum laude



Admissions

- Alabama, 2022
- U.S. District Court for the Northern, Middle, and Southern Districts of Alabama