Tiffany N. Taylor-Richardson

Associate

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OVERVIEW

Tiffany represents clients in all areas of employment litigation, including discrimination, harassment, and retaliation under Title VII, Section 1981, Americans with Disabilities Act, Age Discrimination in Employment Act, Fair Labor Standards Act, and Family and Medical Leave Act. She focuses her practice on managing nationwide single plaintiff employment litigation matters, including cases in California.

Before joining the firm, Tiffany served as in-house counsel for a national package distribution company. She has extensive experience collaborating with and managing outside counsel throughout the litigation process to resolve employment cases. Tiffany also has experience conducting workplace investigations, including on sensitive matters such as discrimination and sexual harassment.

After graduating from Emory University School of Law, Tiffany served as an assistant public defender, and later as a law clerk to the Honorable W. Louis Sands of the U.S. District Court for the Middle District of Georgia. She also received invaluable experience as an appellate clerk when Judge Sands served as a visiting judge on the Ninth Circuit Court of Appeals.

REPRESENTATIVE MATTERS

- Assisted a federal government contractor secure summary judgment in a multimillion-dollar wrongful death and failure to train/failure to supervise case.
- Assisted a health care provider secure summary judgment in a multiplaintiff national origin, hostile work environment, and retaliation claim.
- Successfully opposed a subpoena issued by the Equal Employment Opportunity Commission to health care provider during administrative process.
- Received voluntary dismissal of claim against a national retailer asserting joint employment liability.
- Assisted an institution of higher education with securing summary judgment on multimillion-dollar breach of contract claim and fraud claims.
- Successfully defended a national security company’s award of summary judgment for various employment related claims on appeal to the Eleventh Circuit Court of Appeals.

AWARDS

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- *Best Lawyers in America*®: Ones to Watch: Employment Law – Management (2021-2023)
- ABA and BNA Award for Excellence in the Study of Labor & Employment Law, Emory Law (2015)

TOP AREAS OF FOCUS

- Labor + Employment

ALL AREAS OF FOCUS

- Labor + Employment
- Litigation + Trial

PROFESSIONAL EXPERIENCE

- Assistant public defender, Public Defender's Office, Brunswick Judicial Circuit, Brunswick, GA, 2015-2016
- Legal extern, Atlanta Legal Aid, General Law Unit, 2014
- Legal extern, Equal Employment Opportunity Commission, Atlanta District Office, Legal Unit, 2014
- Legal intern, Honorable Steve C. Jones of the U.S. District Court for the Northern District of Georgia, 2013

EDUCATION AND CERTIFICATIONS

EDUCATION

- Emory University School of Law, J.D., 2015, managing editor, *Emory Corporate Governance & Accountability Review*
- Florida State University, B.S., *cum laude*, 2012, criminology; Garnet and Gold Scholar

BAR ADMISSIONS

- Georgia
- Florida

COURT ADMISSIONS

- U.S. Court of Appeals, Eleventh Circuit
- U.S. District Court, Northern District of Georgia
- U.S. District Court, Middle District of Georgia
- U.S. District Court, Southern District of Georgia

CLERKSHIPS

- Hon. W. Louis Sands, U.S. District Court, Middle District of Georgia, 2016-2018

SPEAKING ENGAGEMENTS

- Presenter, "Employee Handbooks & Policies," National Business Institute, September 2020.

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- Presenter, “Workplace Privacy & Employee Monitoring,” National Business Institute, November 2019.
- Presenter, “Creating Documentation that is a Legal Shield,” National Business Institute, May 2019.
- Presenter, “Effectively Investigate and Respond to Employee Complaints,” National Business Institute, May 2019.
- Presenter, “Imperative Information That Every Employee Handbook Should Contain,” National Business Institute, February 2019.
- Presenter, “Employee Relations: Legal Solutions for Sensitive Workplace Issues,” National Business Institute, November 2018.