



## Alexandra Garrison Barnett

Partner

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### *Related Services*

Litigation ■ Labor & Employment ■ Education

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Alex Barnett represents employers in a wide variety of labor and employment matters. She counsels and defends employers in actions brought under state common law and federal law, including Title VII, the ADA, ADEA, FLSA, and FMLA. Her practice also includes defending employers in complex employment class actions, representing clients in restrictive covenant litigation, conducting internal investigations, and advising on employment-related issues arising in corporate transactions. Alex routinely counsels clients in a variety of industries on employment actions, policies, and practices; employment agreements and separation agreements; and compliance with federal and state laws. She was selected to the *Georgia Super Lawyers* "Rising Star" list, 2015–2019.

Alex received her J.D. from the University of Virginia School of Law, where she was on the editorial board of the *Journal of Law & Politics*. Before law school, she earned her undergraduate degree, magna cum laude, with high honors in Romance languages from Dartmouth College. Upon graduation, Alex was the recipient of the Philip D. McInnis '36 Award, which is presented annually to the woman in the senior class who contributed most significantly to the college through her depth of integrity and character, capacity for leadership, academic achievement, and commitment to the life of the community.

### *Representative Experience*

#### ***Employment Matters***

- Representing one of the world's largest parcel delivery and logistics companies in defending employment discrimination, retaliation lawsuits, and charges, and providing advice and counsel regarding employment decisions.
- Representing an insurance company in arbitration proceedings against claims asserted under state laws.
- Conducting internal investigations, including investigations of harassment and discrimination claims for numerous clients.
- Conducting workplace training programs for in-house attorneys and human resources representatives on harassment, personnel policies, wage-and-hour, and other compliance issues.
- Assisting with employment diligence and related issues in asset and equity transactions, including mergers, acquisitions, and divestitures, for companies of all sizes.
- Drafting and revising employee handbooks and other policies for clients with a variety of business needs.

#### ***Higher Education Matters***

- Obtained summary judgment in a former university professor's age and sex discrimination and constructive discharge lawsuit filed in federal court.
- Defended a university against a former student's disability discrimination lawsuit brought under the Rehabilitation Act and Americans with Disabilities Act.
- Defended a college against a complaint of disability discrimination filed by a student's parent with the Disability Rights Section of the Department of Justice's Civil Rights Division.
- Represented a college in employment agreement negotiations with the incoming president.
- Investigated a professor's internal grievance relating to a hostile work environment, interference with academic freedom, and bullying.
- Advising state and federally funded schools and colleges on compliance with FERPA and Title IX.

## ***Publications & Presentations***

### ***Publications***

- "How New Pregnancy, Nursing Laws Surpass Prior Protections," *Law360*, June 23, 2023.

### ***Presentations***

- "Sea Change: Diversity, Equity and Inclusion in Higher Education After the Supreme Court Strikes Down Affirmative Action," Northwest Commission on Colleges and Universities (NWCCU), webinar, October 13, 2023.
- "Title IX: 50 Years In – Looking to the Future as We Celebrate Progress," A Celebration of Women: 50 Years of Coeducation at Dartmouth, Hanover, NH, November 12, 2022.
- "Labor and Employment Update," Credit Union National Association Attorney's Conference, Greensboro, GA, October 28, 2019.

## ***Professional & Community Engagement***

- LEAD Atlanta, Class of 2016
- Dartmouth Alumni Council
- National Association of College and University Attorneys
- National Employment Law Council

## ***Education***

- University of Virginia (J.D., 2010)
- Dartmouth College (A.B., 2007)

## ***Admitted to Practice***

- Georgia