



Denmark J. Grant

Associate

Nashville | 615.726.5591 | dgrant@bakerdonelson.com

Denmark J. Grant defends local, regional, and nationally known employers in a broad range of employment matters, including the defense of cases under federal and state discrimination laws, against retaliation claims, and against claims for tortious interference with contractual relations.

Mr. Grant's labor and employment practice focuses on a broad range of employment matters, including litigation arising under the Americans with Disabilities Act, Title VII, and the Tennessee Human Rights Act. He is well versed in all aspects of litigation, such as conducting depositions and internal investigations, drafting dispositive motions and appellate briefs, and delivering oral argument in state and federal courts.

Mr. Grant's clients also include licensed professionals, including lawyers and physicians, whom he has represented before licensing boards.

Representative Matters

- Obtained summary judgment on all claims on behalf of a college in defense of allegations of breach of contract and violations of the Americans with Disabilities Act.
- Obtained summary judgment on the wrongful denial of a short-term disability claim on behalf of a business association in defense of allegations regarding violations of ERISA.
- Obtained dismissal of all claims on behalf of a college defending allegations of breach of contract, promissory estoppel, and negligent misrepresentation.
- Obtained dismissal of all claims on behalf of an employer defending allegations of violations of the Age Discrimination in Employment Act, Title VII of the Civil Rights Act, the Fair Labor Standards Act, the Occupational Safety and Health Act of 1970, and Virginia Codes §§ 40.1-33.2, 40.1-51.1 and 2.2-3011.
- Obtained voluntary dismissal of breach of contract, promissory estoppel, and negligent misrepresentation claims on behalf of a college following a motion to dismiss.
- Obtained a favorable settlement on behalf of a hospitality franchisor in a class action alleging violations of the Fair Labor Standards Act.
- Conducted an internal investigation on behalf of a wholesale distributor regarding a potential claim for wrongful death.
- Conducted an internal investigation on behalf of a rubber manufacturer regarding claims by a former employee alleging racial discrimination, hostile work environment, and retaliation in violation of Title VII of the Civil Rights Act.

Professional Honors & Activities

- Recipient – Duke Law Dean's Scholarship

Publications

- "Common Ground," *Diversity Matters Newsletter* (Fourth Quarter 2021)
- "Baker Donelson's Ongoing Commitment to Underserved Populations," *Diversity Matters Newsletter* (Third Quarter 2021)
- "Five Common Mistakes in D&I Strategy," *Diversity Matters Newsletter*; republished December 3, 2021, in *CU Management* (Second Quarter 2021)

- "Fighting the Good Fight (and Loving It): Highlights from the Distinguished Trial Career of Charles K. Grant," *Trial Spotlight Newsletter* (April 2021)



Speaking Engagements

- "Groff v. DeJoy: Understanding Requests for Religious Accommodation under Title VII of the Civil Rights Act" (September 2023)
- "Service and Emotional Support Animals under the ADA" (May 2022)



Webinars

- Recent Developments in Remote Working as a Reasonable Accommodation Under the Americans with Disabilities Act (April 2021)



Education

- Duke University School of Law, J.D., 2018
- University of Tennessee, B.A. in Philosophy, 2013, cum laude



Admissions

- Tennessee, 2018
- U.S. District Court for the Middle District of Tennessee, 2019
- U.S. Court of Appeals for the Sixth Circuit, 2021