



Nelson H. Suarez

Associate

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Nelson Suarez focuses his practice on labor and employment matters.

Mr. Suarez assists clients in all aspects of labor and employment, including wage and hour, employment contract disputes, discrimination and harassment charges, and drafting employment policies and handbooks, as well as policy implementation and interpretation. He also represents clients in Department of Labor (DOL) and Equal Employment Opportunity Commission (EEOC) investigations. In addition to employment litigation, Mr. Suarez counsels employers on litigation avoidance and compliance strategies, and he provides general employment law advice and training.

Prior to joining Baker Donelson, Mr. Suarez served as in-house counsel at a Fortune 500 public manufacturing company where he advised human resources and other internal business partners on all aspects of employment law. He managed outside counsel with respect to employment-related claims, developed and provided employment training, and reviewed and drafted company policies to ensure compliance with state and federal laws. Before his time as in-house counsel, Mr. Suarez practiced at a private firm where he defended employers against lawsuits brought under various state and federal laws, including the Tennessee Human Rights Act (THRA), Title VII, FMLA, ADA, ADEA, and FLSA, and advised management on employment-related matters.

Representative Matters

- Obtained summary judgment in favor of a security company in a lawsuit alleging discrimination and retaliation under Title VII.
- Obtained summary judgment in favor of a manufacturing company in a lawsuit alleging harassment in violation of the Tennessee Human Rights Act.
- Obtained summary judgment in favor of an employer in a breach of contract matter.

Education

- Belmont University College of Law, J.D., 2016
 - Editor, *Belmont Law Review*
- Tennessee Technological University, B.S., 2012

Admissions

- Tennessee, 2016
- U.S. District Court for the Middle District of Tennessee, 2017
- U.S. District Court for the Western District of Tennessee 2019
- U.S. District Court for the Eastern District of Tennessee 2017
- Sixth Circuit Court of Appeals, 2017