



## J. Lane Crowder

Of Counsel

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Lane Crowder represents corporations, health care facilities, and school districts in employment discrimination claims and contract disputes.

Ms. Crowder's practice includes advising employers on a wide variety of issues, including handbook policies, workplace investigations, and sensitive employee situations, such as discipline and termination. She also investigates claims of sexual harassment or other discriminatory conduct, as well as incidents of workplace violence. She helps train employers on best practices for handling workplace investigations and reducing claims of discrimination, harassment, and retaliation.

In her litigation practice, Ms. Crowder defends companies against claims filed by employees in both state and federal court, including claims arising under Title VII, the FMLA, the ADA, the ADEA, and state law discrimination statutes. She also defends employees on wage and hour claims, including FLSA collective actions. On the plaintiffs' side, Ms. Crowder routinely represents employers seeking to enforce non-compete agreements and works to protect employers' rights by obtaining temporary restraining orders and preliminary injunctions to hold employees to the non-competition and confidentiality agreements they enter with their employers.

Ms. Crowder previously served as an associate at a law firm in Seattle, Washington, for six years, practicing school law, employment law, and general civil litigation. She represented school districts and employers in federal and state litigation, both at the trial and appellate levels, as well as in administrative proceedings.

Prior to joining Baker Donelson, Ms. Crowder served as a career law clerk to the Honorable R. Allan Edgar, U.S. District Court, Eastern District of Tennessee, and the Honorable Shelley D. Rucker, U.S. Bankruptcy Court, Eastern District of Tennessee. As a law clerk in federal district court Ms. Crowder assisted in drafting hundreds of legal opinions involving a myriad of issues, including employment discrimination, federal environmental laws, federal Indian law, intellectual property, criminal, and common law tort and contract diversity disputes. As a bankruptcy court clerk Ms. Crowder assisted in drafting legal opinions relating to bankruptcy court jurisdiction, trustee immunity, dischargeability of particular debts, collateral estoppel, contempt, property and exemption rights, tax issues and secured transactions. Her experience as a federal law clerk, at both the district court and bankruptcy court level, has provided Ms. Crowder with a wealth of insight into how courts resolve cases and determine their findings.

### Representative Matters

- Represented a large trucking company in the enforcement of a non-compete agreement in a preliminary injunction hearing. Obtained a favorable ruling upholding the non-compete agreement and entering a preliminary injunction.

### Professional Honors & Activities

- Member – Tennessee Bar Association
- Board Member – Chattanooga Society for Human Resource Management
- Past Board Member – Center for Mindful Living (2015 – 2018)
  - Secretary, Executive Committee
- Board Member – Chattanooga Federal Bar Association, CLE Committee Chair (2015)

- Member – Southeast Tennessee Legal Association of Women
- Member – The Justices Ray L. Brock Jr. – Robert E. Cooper American Inn of Court
- Past Board Member and Grant Committee Chair – Normal Park Education Fund



## Publications

- "Round One Goes to the Company: Lessons Learned from Amazon's Union Organizing Drive" (April 2021)
- "Proposed PRO Act: An Act to Follow" (March 2021)
- "The NLRB's Continuing Clarification of the Impact of Social Media Policies on NLRA Rights" (September 2020)
- "Tips for Trusting Teleworkers with Trade Secrets," republished in *Westlaw* (July 2020)
- "Employer Makes \$1.3 Million FMLA Mistake by Firing Worker After Mexico Trip," *SHRM* (August 2019)
- "Million Dollar Messaging Mistakes & FMLA Retaliation" (July 2019)
- "Baker's Dozen: Best Self-Care Tips," *Women's Initiative Newsletter* (April 2019)
- "Reading the Employment Law Tea Leaves: What Can Employers Expect in 2019?" (January 2019)
- "EEOC Fiscal Year-End Lawsuits Filed Provide Insight into Agency Priorities" (October 2018)
- "Non-Enforcement of Non-Competes: What's an Employer to Do?" (August 2018)
- "The EEOC's New Collection of Pay Data - Fifty Years in the Making," *The Labouring Oar*, Federal Bar Association (October 2016)



## Speaking Engagements

- "Employment Law and Investigations," SHRM Chattanooga's Breakfast Legal Roundtable (May 2021)
- "Drafting Must-Have Policies for Today's Handbooks," National Business Institute's Employment Law: 2020 Comprehensive Guide Webinar (July 2020)
- "Coronavirus (COVID-19): Overview of Issues for Employees," SHRM Chattanooga's Coronavirus Update Webinar (March 2020)
- "Employee Relations: Documentation, Performance Evaluations, & Discipline," SHRM Chattanooga's Breakfast Legal Roundtable (February 2020)
- "Workplace Behavior and Privacy - Current Developments," Human Resource Law From Start to Finish, National Business Institute (November 2019)
- "Other Employment Laws You Need to Know," Human Resource Law From Start to Finish, National Business Institute (November 2019)
- "Crisis Prevention and Response: Managing the Modern Day Risk of Workplace Violence," 2019 Tennessee SHRM Conference & Expo (September 2019)
- "The Company Handbook," SHRM Chattanooga 2019 February Meeting: What's New in Employment Law? (February 2019)
- "Handbooks + Hiring and Firing: Do's and Don'ts," National Business Institute's Human Resources Law Boot Camp (November 2018)
- "Understanding Your Employment Risks and Complying with Fiduciary Duty," seminar on the topic "Social Media in the Workplace" (October 2018)
- "Lessons from the #Me Too Movement for the Long Term Care Industry and Tackling Workplace Investigations," Webinar/Seminar titled "Hot Employment Issues in Senior Care" (August 2018)
- "Recent Developments in Employment Law," National Business Institute (November 2017)



## Education

- University of Virginia School of Law, J.D., 1998
  - *Virginia Environmental Law Journal*, Editor and Board Member
- University of Virginia, B.A. in English Literature, 1994, cum laude



## Admissions

- Tennessee, 2009
- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Western District of Washington
- U.S. Supreme Court