



Shayna Giles

Associate

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Shayna Giles concentrates her practice in labor and employment litigation, including discrimination, harassment, medical malpractice, and premises liability matters.

Ms. Giles assists employers and health care providers in a wide variety of employment and general litigation matters.

Ms. Giles helps employers update employee handbooks to comply with relevant federal, state, and local laws, and has drafted employment policies on a variety of issues, including policies regarding dress code, publication of birthdays and photos, stand-alone devices, and confidentiality, amongst others. She is well-versed in separation agreements and reductions in force as well.

Ms. Giles spends a significant portion of her practice working on litigation matters, helping to defend against charges of discrimination, harassment, medical malpractice, and premises liability.

Representative Matters

- Assisted in the defense of multiple charges against property management company before the Equal Employment Opportunity Commission.
- Obtained partial summary judgment in favor of a hospital against claims under the Tennessee Health Care Liability Act where the plaintiff alleged that the care rendered deviated from the recognized standard of professional practice.
- Obtained dismissal in favor of a hospital against claims under the Tennessee Health Care Liability Act where the plaintiff alleged improper discharge from the hospital's emergency department.
- Assisted in the defense of premises liability claims against a manufacturing plant for actions involving a contractor at the plant.
- Assisted in the defense of a lawyer accused of violating the Rules of Professional Conduct.

Professional Honors & Activities

- Member – American Bar Association – (Labor & Employment Division and Young Lawyers Division)
- Member – Tennessee Bar Association – (Labor & Employment Section and Litigation Section)
- Member – Memphis Bar Association – (Labor & Employment Division and Young Lawyers Division)
- Member – National Bar Association
- Recipient – Robert C. Khayat Award for Outstanding Service and Contribution to the *Mississippi Law Journal*
- Recipient – University of Mississippi 2015 Skills Session Best Lawyer Award in Contract Drafting and Negotiation

Publications

- "Baker's Dozen: Remembrances of RBG," *Women's Initiative Newsletter* (October 2020)
- "NLRB Proposes Employer-Friendly Rule to Standardize the Joint-Employer Test" (September 2018)
- "NLRB Invalidates *Hy-Brand* and Complicates Joint Employer Issues for the Hospitality Industry" (April 2018)
- "NLRB Overrules 2016 Browning-Ferris Decision on Joint Employer Liability" (February 2018)

- "Criminal Prosecution of UN Peacekeepers: When Defenders of the Peace Incite Further Conflict Through Their Own Misconduct," *American University International Law Review* (November 2017)
- "Trade Dress: An Unsuitable Fit for Product Design in the Fashion Industry," *Journal of the Patent and Trademark Office Society* (2016)



Speaking Engagements

- "Migraine Mondays and Animal Accommodations: Recent Reasonable Accommodation Issues" (December 2019)



Webinars

- An Employer Who Fires an Individual Merely for Being Gay or Transgender Defies the Law (August 2020)



Education

- University of Mississippi School of Law, J.D., 2017, magna cum laude
 - Executive Notes and Comments Editor (Volume 86) and Staff Editor (Volume 85) – *Mississippi Law Journal*
 - Member – Mississippi Moot Court Team
 - Chair – Honor Council
- Tulane University, B.A. in International Relations and Spanish, 2014, cum laude



Admissions

- Tennessee, 2017