



## Audrey Hurt

Associate

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Audrey Hurt focuses her practice on litigation, particularly in fair housing and labor and employment matters.

An associate in Baker Donelson's Jackson office and a member of the Advocacy Department, Audrey engages in litigation across various industries. She primarily focuses her practice on defending housing provider clients in both the private and public sectors in matters arising under the federal Fair Housing Act and related state laws. Audrey also consults with and advises clients to ensure compliance with the Fair Housing Act and the disability and accessibility provisions thereof.

In addition, Audrey assists clients with labor and employment issues, primarily defending clients in matters related to the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and Title VII of the Civil Rights Act. She also advises clients on internal policies and procedures.

Before joining Baker Donelson, Audrey served as an intern in the Mississippi Attorney General's office.



### Representative Matters

- Obtained five No-Cause Determinations for various residential housing providers in defense against discrimination and related complaints filed by residents.
- Obtained summary judgment for a hotel management company involving ADA failure to accommodate and retaliation claims.
- Obtained summary judgment for a hospital management company on a Title VII national origin discrimination claim.
- Obtained summary judgment for the recognition and enforcement of a foreign country judgment in the state of Mississippi.
- Obtained a 12(b)(6) dismissal of a bad faith workers' compensation claim. The complaint alleged bad faith denial of a hernia claim; the claim had been denied as not work-related under Mississippi's five-part hernia compensation standard. The case was dismissed based upon the plaintiff's admitted failure to exhaust administrative remedies with the Mississippi Workers' Compensation Commission.



### Professional Honors & Activities

- Jackson Young Lawyers
  - Recruitment Committee Chair – Mississippi College School of Law



### Publications

- "More Than Fifty Years After the Enactment of Federal Laws Forbidding Discrimination in Pay, the Wage Disparity Based on Sex Continues: Focusing on the Circuit Courts' Differing Interpretations of 'Factors Other Than Sex'," *Mississippi College Law Review* (March 2022)
- "The Impact of State Political Party Association on the Gender Wage Gap," *The Journal of Business Diversity* (March 2020)



## Speaking Engagements

- Co-presenter – "Fair Housing," Mississippi Association of Housing Redevelopment (MAHRO) Annual Conference (August 2024)



## Education

- Mississippi College School of Law, J.D., 2022, magna cum laude
  - Executive Editor – *Mississippi College Law Review*
- University of Southern Mississippi, B.S., 2019, summa cum laude



## Admissions

- Mississippi, 2022
- Mississippi Supreme Court
- Mississippi Court of Appeals
- U.S. District Court for the Northern and Southern Districts of Mississippi
- Fifth Circuit Court of Appeals