



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.



Professional Honors & Activities

- Member – Hispanic National Bar Association
- Member – Nashville Bar Association
- Member – Middle Tennessee Society for Human Resource Management
- Trial Coach – Belmont University College of Law



Publications

- "Employers Can Relax: Florida Gets Friendlier on Non-Compete Agreements," republished July 7, 2025, in *Daily Business Review* (June 2025)
- "Unpacking the U.S. Attorney General's "Ending Illegal DEI and DEIA Discrimination Preferences" Memo " (February 2025)



Speaking Engagements

- "Unpacking the Department of Labor's New Overtime Rule, and Next Steps," Middle Tennessee SHRM webinar (May 2024)



Webinars

- Navigating Employee Use (and Misuse) of FMLA Leave (July 2024)



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