

## **Emily Warwick**

### ***Associate***

Nashville

t: 615.488.2906

f: 615.488.2928

Email



### ***Service Focus***

- Employment Discrimination and Harassment
- Litigation and Trials

### ***Industry Focus***

- Education
- Higher Education

### ***Overview***

Emily defends employers in a variety of labor and employment law matters, offering comprehensive defense to employers across a wide range of issues, including employment discrimination, harassment, labor relations, wage and hour disputes, and the development of robust employment policies. She brings significant experience in representing both commercial and public entities in federal and state claims involving various employment-related statutes such as the ADA, ADEA, THRA, Title VII, FMLA, FLSA, and FELA. Emily also advocates for clients before the Equal Employment Opportunity Commission (EEOC) and state agencies.

Beyond her work with general employers, Emily has built a strong practice advising and defending private and independent educational institutions. She provides strategic counsel on a wide range of employment matters, including issues related to students and employees, while ensuring schools maintain compliance with both federal and state regulations in the education sector. Emily has knowledge in Title IX, advising institutions on compliance with federal regulations regarding sex discrimination, harassment, and retaliation, and helping schools navigate complex issues related to sexual misconduct. Her comprehensive knowledge of Title IX, combined with her broader understanding of the challenges faced by educational institutions, has established her as a trusted advisor in the field.

Before joining Fisher Phillips, Emily honed her litigation skills at a civil litigation firm in Memphis, Tennessee, where she gained extensive experience in various legal matters. During law school, she worked in the University of Mississippi's Title IX Office and General Counsel's Office, gaining valuable expertise in navigating sensitive issues within the educational environment. Emily also served as a student-attorney in the Criminal Appeals Clinic, representing an indigent client before the Mississippi Court of Appeals, further solidifying her dedication to justice and legal advocacy.

## ***Credentials***

### **Education**

- J.D., 2019, *cum laude*, University of Mississippi School of Law
- B.A., 2016, *summa cum laude*, University of Alabama

### **Bar Admissions**

- Mississippi
- Tennessee

### **Court Admissions**

- U.S. District Court for the Northern District of Mississippi
- U.S. District Court for the Southern District of Mississippi
- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Western District of Tennessee
- U.S. District Court for the Middle District of Tennessee

## ***Affiliations***

### **Professional Activities**

- Nashville Bar Association
- Mississippi Bar Association
- Tennessee Bar Association
- Lawyers' Association for Women Marion Griffin Chapter

## ***Insights***

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INSIGHTS

02/10/25

### **Tennessee Lawmakers Narrowly Pass School Voucher Program Bill: 5 Key Takeaways About the Education Freedom Act**

Greg Grisham, Emily Warwick

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INSIGHTS

01/10/25

## **Federal Court Blocks Sweeping Title IX Rule for Schools Nationwide: How Your School Can Approach the Changes**

Sheila M. Abron, Andrew Gallinaro, Emily Warwick

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INSIGHTS

09/25/24

## **Federal Education Officials Release Pregnancy-Related Guidance to Assist With Title IX Compliance: 10 Quick Takeaways for Schools**

Sheila M. Abron, Andrew Gallinaro, Jenna B. Rubin, Emily Warwick

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INSIGHTS

09/12/24

## **Schools Across the Country Face Patchwork of Various Title IX Rules Thanks to Ongoing Litigation: What Schools Need to Know**

Sheila M. Abron, Andrew Gallinaro, Emily Warwick

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INSIGHTS

05/21/24

## **States Sue Federal Government Over New Title IX Rules, Vow Not to Comply: What Schools Need to Know and Do Next**

Sheila M. Abron, Andrew Gallinaro, Emily Warwick

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INSIGHTS

04/25/24

## **The 10 Biggest Changes in the New Title IX Regulations: Your Institution Must Adapt Before August 1 Deadline**

Sheila M. Abron, Andrew Gallinaro, Emily Warwick

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INSIGHTS

03/27/24

## **Click, Click, Sued: Are Your School's Websites and Apps ADA Compliant?**

Emily Warwick

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INSIGHTS

11/10/23

## Department of Education Issues Dear Colleague Letter as Campus Tensions and Hate Crimes Rise: 5 Steps for Educational Institutions

Erin Gibson Allen, Kelly Ahern, Emily Warwick

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INSIGHTS

09/25/23

### Here's How the Highly Anticipated Changes to Title IX Could Affect Colleges, Universities, and Public K-12 Schools

Emily Warwick

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NEWS

06/06/23

### Fisher Phillips Welcomes Emily Warwick to Growing Nashville Office

Emily Warwick

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