



Amanda E. Brown

Partner

Dallas/Houston

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Email



Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials
- Class and Collective Actions
- Workplace Investigations
- Employers' Rapid Response Team for DHS Raids

Industry Focus

- Healthcare

Languages

- Spanish

Overview

Amanda Brown represents businesses nationwide in disputes involving federal and state employment laws including claims of discrimination, retaliation, wrongful discharge, violations of leave law, violations of wage and hour law, whistleblower allegations, and restrictive covenants.

Amanda's trial and arbitration experience includes defending class and collective actions; litigating restrictive covenant claims, including seeking and opposing injunctive relief; systemic investigations and litigation brought by the Equal Employment Opportunity Commission (EEOC); arguing before courts of appeals; and successfully moving for pretrial dismissal.

Amanda also conducts sensitive internal investigations, often involving executives, and helps clients navigate high-stakes claims of workplace misconduct, minimizing the impact on the workplace.

Amanda's counseling practice helps clients proactively identify issues to avert litigation. Amanda advises clients on the recent developments in employment law, employee discipline, accommodations, and leaves of absence, pay equity, wage and hour audits, and reductions in force.

In all matters, Amanda seeks solutions that are best given her clients' unique situations and objectives.

Recent Experience

Experience

Note: All engagements were with previous firms.

- Defended multinational medical technologies corporation in wage and hour collective action alleging off-the-clock work.
- Conducted investigation of discrimination allegations involving vice president of software company with more than \$2 billion in revenue.
- Obtained full summary judgment on claims of race and gender discrimination and retaliation, and commission-related claims for publicly traded medical device company.
- Secured comprehensive injunctive relief for high-growth, medical practice-building company against former executive and his new business.
- Represented national software provider in multiple wage and hour lawsuits relating to alleged misclassification of exempt employees.
- Secured dismissal of collective action against national grocery company alleging miscalculation of overtime pay due to additional compensation paid for work during COVID-19 pandemic.
- Represented national health insurance company in multiple discrimination and retaliation lawsuits, achieving favorable agreed resolutions, and secured dismissal of Department of Labor investigation relating to the Family and Medical Leave Act.
- Represented national wholesale distribution and logistics company in EEOC investigation and conciliation related to company's use of physical capabilities examination.
- Conducted investigation of allegations of sexual harassment involving CEO of publicly traded company and reported directly to board of directors.
- Represented major airlines in Wendell H. Ford Aviation Investment Reform Act for the 21st Century ("AIR21") litigation, including at a multi-week ALJ hearing.
- Argued appeal of motion for summary judgment for employer before the Second Court of Appeals, Fort Worth, Texas and won ruling affirming summary judgment.
- Argued appeal of motion to compel arbitration before the Fifth Court of Appeals, Dallas, Texas, and won ruling reversing trial court and compelling arbitration.

- Achieved dismissal of FMLA retaliation and disability discrimination case against national supply chain services company.
- Represented large aerospace company in multiple employment discrimination and retaliation lawsuits, achieving favorable nuisance value settlements.

Credentials

Education

- J.D., 2013, *magna cum laude*, Southern Methodist University Dedman School of Law
- B.A., 2008, Emory University

Bar Admissions

- Texas

Court Admissions

- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Texas
- U.S. District Court for the District of New Mexico

Recognitions

- BTI Client Service All-Star (2022, 2024)
- Women Empowered to Lead in the Legal Profession (WE LEAD) (2023)
- Stellar Performance 2022, 2023: A Survey of Stand-out Talent, published in the Thomson Reuters annual report.

Affiliations

Professional Activities

- Patrick E. Higginbotham Inn of Court
- Thomas Aquinas Lawyers Association
- Legal Council on Legal Diversity (Pathfinder, 2020)
- Dallas Bar Association (Labor & Employment Section)
- Dallas Women Lawyers Association
- Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization

Community Activities

- Dallas-Forth Worth Emory University Alumni Chapter (President 2016-2019)

Insights

EVENT

05/06/25

Dallas Employment Law Seminar: What Texas Employers Need to Know

Adam F. Sloustcher, Amanda E. Brown, Annie Lau, Collin Brodrick, David J. Walton, Ron M. Pierce, Jocelyn Campanaro

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INSIGHTS

03/31/25

Texas Two-Step: State Lawmakers Grapple With AI Regulation

Amanda E. Brown, Adam F. Sloustcher

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NEWS

01/08/25

Law360 Features Amanda Brown's Move to Fisher Phillips' Dallas Office

Amanda E. Brown

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NEWS

01/08/25

Media Outlets Cover Arrival of Amanda Brown and Lauren McDonald

Amanda E. Brown, Lauren H. McDonald

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NEWS

01/06/25

Fisher Phillips Continues Hiring Momentum in Dallas

Amanda E. Brown, Lauren H. McDonald, Adam F. Sloustcher

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