



## NICOLE GROSS

Associate

Houston

713.292.5635

713.292.0151

### Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials

## OVERVIEW

Nikki Gross defends employers and public entities in labor and employment litigation, handling matters involving Title VII, ADEA, and civil rights claims across federal and state courts. Drawing on deep government and private practice experience, Nikki represents businesses, public sector clients, and their employees in cases spanning discrimination, harassment, retaliation, wrongful termination, and workplace torts. She guides clients through every phase of litigation, from initial investigation and discovery through dispositive motions and trial.

With a strong history of achieving favorable outcomes, Nikki manages complex litigation involving both single-plaintiff and multi-claimant actions. She has defended employers before the EEOC and federal agencies, drafted and argued substantive motions, and handled administrative and board proceedings related to employment disputes. Her litigation record includes defending government agencies, municipalities, and private employers in jury trials, securing summary judgments and

dismissals, and negotiating resolutions that align with each client's business and operational objectives.

Before joining Fisher Phillips, Nikki served as an Assistant United States Attorney for the Eastern District of Tennessee's Civil Defensive Division, where she was responsible for litigation strategy in labor and employment matters. Prior experience at civil litigation defense firms further refined her ability to counsel employers across a range of industries and public entities — providing clients with the benefit of a seasoned litigator's perspective and an unwavering commitment to practical, results-driven outcomes.

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## Credentials

### Education

- University of Kentucky College of Law, J.D.
- The Art Institute of Pittsburgh, B.S., *with Honors*

### Admissions

- Kentucky
- Texas
- Virginia

### Court Admissions

- U.S. District Court for the Eastern District of Virginia
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Western District of Kentucky