



RACHAEL V. RUSTMANN

Of Counsel

Nashville

615.488.7405

615.488.2928

Service Focus

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

OVERVIEW

Rachael Rustmann advises and represents employers in a broad range of labor and employment matters, with a focus on employment litigation, wage and hour disputes, workplace investigations, and compliance counseling. With more than a decade of experience, she helps businesses navigate complex workplace challenges, assess legal risk, and develop strategies for preventing and resolving disputes.

Rachael defends employers against discrimination, harassment, and other employment-related claims before state and federal courts and administrative agencies, including the EEOC and Tennessee Human Rights Commission. She handles matters from initial agency charges through discovery, depositions, motion practice, settlement negotiations, and trial preparation.

Her experience also includes individual, class, and collective actions involving wage and hour issues, including employee and independent contractor misclassification,

overtime exemptions, and regular rate calculations. Having represented both employers and employees earlier in her career, Rachael brings perspective on litigation strategies and potential exposure from both sides of employment disputes.

In her counseling practice, Rachael advises employers on compliance with federal and state employment laws, including Title VII, the ADA, FMLA, and FLSA. She also conducts workplace investigations involving discrimination and harassment allegations and helps clients evaluate appropriate responses and remedial measures.

Before joining Fisher Phillips, Rachael practiced at employment law firms in Tennessee and Texas.

Credentials

Education

- Texas Tech University School of Law, J.D., 2013
- Texas A&M University, B.S., 2009

Admissions

- Tennessee
- Texas

Court Admissions

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

- U.S. District Court for the District of New Mexico
 - U.S. District Court for the District of Colorado
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Recognitions

- *The Best Lawyers in America*® (Litigation – Labor and Employment, 2027)
 - *The Best Lawyers in America*® ("Ones to Watch," 2024-2025)
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Affiliations

Professional Activities

- Lawyers' Association for Women (Board Member)
- Nashville Bar Association