



## Nicole A. Crawford

Partner

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Nicole A. Crawford practices in labor and employment and litigation. She advises employers on employee discipline and discharge matters and has extensive experience handling terminations. Nicole defends employers in: Employment Security Commission hearings and appeals; charges and lawsuits under North Carolina's Retaliatory Employment Discrimination Act; common law employment claims; whistle-blower claims; and EEOC charges and lawsuits, in state and federal court on employment discrimination and retaliation claims, including age, race, sex, disability, and national origin, as well as sexual harassment and equal pay claims. Nicole also works with unionized employers and handles grievance issues and arbitrations for those clients.

### Honors & Awards

- Listed as a "leading individual" in Labor & Employment in the 2009 edition of *Chambers USA: America's Leading Lawyers for Business*
- Recognized as a "Rising Star" in Employment & Labor by *North Carolina Super Lawyers*, 2010-12

### Professional & Community Activities

- Board Member, Chapel Hill Public Library Foundation
- Board Member, Foundation for a Sustainable Community

### Practice Areas

Aviation  
Labor & Employment  
Litigation  
Sustainability

### Education

Duke University, J.D., 2003,  
Staff Editor, *Duke Environmental Law and Policy Forum*, 2000-03

Sanford Institute of Public Policy, M.P.P., 2003

University of California at Los Angeles, B.A., with departmental highest honors, 1994

- Secretary, Partners in Public Health
- Advisory Council Member, Salvation Army Boys & Girls Club
- Board Member, Green Hill Center for North Carolina Art
- Member, Society for Human Resources Management
- Member, Development Committee, North Carolina Bar Association
- Council member, Employment Section, North Carolina Bar Association, 2010-2013
- Member, Litigation Section, North Carolina Bar Association
- Member, Litigation and Employment Sections, American Bar Association
- Member, Greensboro Bar Association

#### Articles, Publications & Speeches

- Internet, E-mail and Computer Usage: Policies, Privacy & Protection in Your Company, October 2009
- Religious Accommodation: The Basics Revisited and Applying the New EEOC Guidance, November 2008
- A Guide to Disciplinary Documentation: Why Documentation Matters, What to Document and How to Document
- "Misusing Camera Phones at Work," Atlantic In-House Counsel and North Carolina Lawyers Weekly, October 2005

#### Seminars & Speaking Engagements

- Nicole Crawford Presents Legal Briefing on EEOC Charges
- Nicole Crawford Presents to HR Association
- Brooks Pierce Attorneys Guest Lecturers at UNC Law
- Nicole Crawford Presents on Internet in the Workplace
- Crawford Presents "Privacy Protection in North Carolina"

#### Publications

- Family Medical Leave Act Amended Again

#### Bar & Court Admissions

- North Carolina

- U.S. Court of Appeals, 4th Circuit
- U.S. District Court, Eastern District, North Carolina
- U.S. District Court, Middle District, North Carolina
- U.S. District Court, Western District, North Carolina