



Natalie K. Sanders
OF COUNSEL

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Natalie Sanders provides counsel and defense to businesses in all aspects of the employment relationship. Her 25 years of experience as an attorney, operations manager, entrepreneur, and community volunteer allow her to relate well to management and provide nuanced guidance in complex matters.

EMPLOYMENT COUNSELING

Natalie regularly advises clients on how to remain compliant with state and federal regulations and how to best position themselves against future litigation as they navigate the complexities of tasks such as these: investigating workplace misconduct, preparing employment and non-compete agreements, terminating employees, drafting policies, updating handbooks, promoting diversity and inclusion, avoiding discrimination and harassment claims, and handling corporate restructuring. As a former in-house counsel and operations manager for a leading land records management company, Natalie understands the day-to-day functions of a business and the challenges managers face when balancing legal compliance with business demands. She brings that practical experience as well as extensive legal knowledge when counseling HR professionals and managers.

EMPLOYMENT LITIGATION

Natalie assists employers through administrative proceedings and court claims, whether initiated in federal or state court. Typical administrative proceedings include charges of harassment and discrimination filed with the Equal Employment Opportunity Commission. Court claims vary significantly, from contract disputes to sexual harassment claims, from alleged violations of the Worker Adjustment and Retraining Notification Act to claims of age discrimination. Whatever the claim, Natalie approaches litigation with thoroughness in both fact gathering and legal analysis. Her experiences outside the practice of law give her a sensitivity and perspective on public relation matters, workplace disruptions, and costs associated with litigation that clients appreciate.

CIVIL COLLABORATIVE LAW

Natalie is a trained collaborative lawyer. While collaborative law is most frequently utilized in domestic matters such as divorces, it can be the right approach to certain employment and business disputes. It is particularly useful when on-going interaction of some kind is necessary between parties. Collaborative law involves getting to the root causes of the dispute and seeking creative ways to resolve matters without utilizing the court system or incurring the expense of a mediator.

SERVICES

Employment Litigation

Labor & Employment

CREDENTIALS

Honors & Recognitions

Selected as one of the *Triad Business Journal's* "Outstanding Women in Business" (2021)

Recognized as a "Visionary Leader" by the Rotary Club of Greensboro & District 7690 Governor (2019)

Education

Duke University School of Law, J.D., 1995, Order of the Coif; Staff Member, *Duke Law Review*

Buena Vista University, B.A., 1992, J. Leslie Rollins Fellowship

Admissions

North Carolina

Texas

U.S. Court of Appeals for the 4th Circuit

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina

PROFESSIONAL & CIVIC

Member, Labor & Employment Law Section (1998-present) & Dispute Resolution Section (2018-present), North Carolina Bar Association

Member, Rotary Club of Greensboro (2018-present)

Youth Leadership Program Director, Rotary Club of Greensboro (2019)

Project Supervisor, Girl Scouts of America (2013-2019)

Volunteer and Member, West Market Church (1999-present)

NEWSROOM

News

Natalie Sanders Quoted in *USA Today* on Unvaccinated Employees Qualifying for Unemployment Benefits
USA Today, 08.12.2021

Natalie Sanders Named to Triad Business Journal's "Outstanding Women in Business"
Triad Business Journal, 05.03.2021

Brooks Pierce Attorney Quoted in *Forbes* Article on Vaccinations
Forbes, 01.27.2021

2020 in Review: A Look Back at Brooks Pierce's COVID-19 Coverage
01.25.2021

Brooks Pierce Attorneys Quoted in Article on Esports
01.14.2021

Speaking Engagements

Brooks Pierce Attorneys Present Webinar on Utilizing Temporary Staffing Agencies
09.09.2021

Brooks Pierce Attorney Participates on NC TECH Panel
06.09.2021

Natalie Sanders Leads Round Table Discussion for WithIt Conference
05.19.2021

Brooks Pierce Attorneys Present Webinar on Returning Employees to the Workplace
04.29.2021

Brooks Pierce Hosts Webinar on OSHA Compliance
04.01.2021

Publications

President Biden’s “Path out of the Pandemic” Imposes New Vaccination Requirements

COVID-19 Response Resource Center: Timely Counsel for your Business, 09.10.2021

OSHA’s New Emergency Temporary Standard to Protect Healthcare Workers

COVID-19 Response Resource Center: Timely Counsel for your Business, 06.14.2021

New from OSHA on COVID-19: A COVID-19 Emergency Temporary Standard for Healthcare and Revised Guidance for All Other Employers

COVID-19 Response Resource Center: Timely Counsel for your Business, 06.10.2021

Employer-Provided Incentives for Vaccinations—Finally Some Guidance

COVID-19 Response Resource Center: Timely Counsel for your Business, 05.28.2021

Employers Considering Differential Treatment Based on Vaccination Status

COVID-19 Response Resource Center: Timely Counsel for your Business, 05.14.2021