



Natalie K. Sanders  
PARTNER

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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

Union & Labor Issues

## 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

Brooks Pierce Attorneys Present Webinar on How Employers Can Best Prepare for 2023  
01.06.2023

Natalie Sanders to Speak at North Carolina Bar Association Business Law CLE  
12.16.2022

Brooks Pierce Attorneys Participate in Panel Presentation at Business North Carolina's CEO Summit  
10.14.2022

Brooks Pierce Announces Five New Partners  
09.23.2021

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

### Speaking Engagements

Natalie Sanders Presents at NC Bankers Association CBS Benefits Day & HR Workshop  
03.18.2022

Natalie Sanders Presents on Importance of Employee Handbooks  
03.04.2022

Brooks Pierce Hosts Webinar on Labor & Employment Developments for 2022  
01.27.2022

Brooks Pierce Attorneys Present Webinar on Utilizing Temporary Staffing Agencies  
09.23.2021

Brooks Pierce Attorney Participates on NC TECH Panel  
06.09.2021

### Publications

No More Non-Competes? Impact of FTC's Proposed Rule  
01.06.2023

DOL Publishes Proposed Rule for Employee or Independent Contractor Classification  
10.13.2022

Discrimination Against Caregivers: New Guidance from the EEOC  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 03.18.2022

Pick Your Backlash: Deciding on a COVID-19 Vaccination Policy Means Backlash for Employers,  
Regardless of the Policy They Implement  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 02.14.2022

Vaccine or Test For Large Employers on Hold Again, But Medicare and Medicaid Facilities Must  
Ensure Covered Staff Are Vaccinated  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 01.13.2022