

## BRITTANY STANCOMBE HOPPER

Associate



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Healthcare employers, manufacturers, transportation companies, and financial institutions rely on Brittany Stancombe Hopper for representation in all aspects of federal and state court litigation involving allegations of discrimination, harassment, retaliation, and wrongful discharge. Approachable and easy to talk to, Brittany builds rapport with clients as she investigates the underlying facts of employment disputes. Her experience includes:

- The Family and Medical Leave Act (FMLA)
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- Title VII of the Civil Rights Act of 1964
- The National Labor Relations Act (NLRA)
- The Fair Labor Standards Act (FLSA)
- The Tennessee Human Rights Act (THRA)

Brittany also assists employers drafting non-compete and non-solicitation agreements and obtaining temporary restraining orders and preliminary injunctions against former employees who violate the contractual terms of those agreements. Additionally, Brittany assists clients in developing employee policies and handbooks.

### Education

- J.D., *cum laude*, Samford University, Cumberland School of Law, 2012
  - Student Materials Editor, *Cumberland Law Review*
  - Judge Abraham Caruthers Fellow
  - Nat Bryan ABOTA Award
  - Order of the Barrister
  - Winner, Cumberland School of Law, 2012 Top Gun Competition, Birmingham, Ala. and Cumberland's selection to compete at Baylor Law School's 2012 National Top Gun Competition, Waco, Texas
  - Winner, American Association for Justice, 2012 National Trial Competition, Las Vegas, Nevada
  - Winner/Best Advocate Award, American Association for Justice 2012 Regional Trial Competition, Tuscaloosa, Ala.
  - Winner/Best Cross Examination Award, 2011 National Trial Competition, Michigan State University
  - Winner, American Association for Justice, 2011 Regional Trial Competition, Montgomery, Ala.
- B.A., *summa cum laude*, Samford University, History, 2009

- Velma Wright Irons Award (Salutatorian)
- Phi Alpha Theta Award, (Senior History Major with Highest GPA)

## Bar Admissions

- Tennessee
- Alabama

## Court Admissions

- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court, All Districts of Tennessee
- U.S. District Court, All Districts of Alabama

## Professional

- Member, Birmingham and Alabama Bar Associations
- Member, Nashville and Tennessee Bar Associations
- Member, American Bar Association

## Prior Affiliations

- Associate, Baker, Donelson, Bearman, Caldwell & Berkowitz, PC, Birmingham, Ala., 2012-2014

## Community

- Member, Birmingham Multiple Sclerosis Leadership Class of 2014
- Volunteer with Special Equestrians

## Up Close

Brittany enjoys running and spending time with her family. She is also an avid traveler and once had the opportunity to meet the Iron Lady, Prime Minister Margaret Thatcher, while interning at the Institute of Economic Affairs in London, England. Brittany and her husband Andrew love the great outdoors and frequently take their two standard poodles – Thatcher and Reagan – along with them for their adventures. Between church activities, work, outdoor fun, and quality time with family and friends, the Hopper family is always on the go.

## Articles

- "Title VII and Sexual Orientation; To Be or Not to Be? That is Still the Question," By Heath Edwards and Brittany Stancombe Hopper, TBA Labor & Employment Law Section
- "Title VII and Sexual Orientation - To Be or Not to Be? That is Still the Question." by Brittany Stancombe on Waller @Work