

## Flynn Dowdy

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An experienced trial attorney, Flynn Dowdy represents employers in federal and state courts, mediation proceedings, settlement negotiations, EEOC hearings, and other adversarial proceedings. Clients across a wide range of industries rely on Flynn to investigate and resolve labor and employment matters including allegations of harassment, discrimination, retaliation, and wrongful discharge.

Additionally, Flynn helps clients identify potential labor and employment issues and develop strategies to reduce the likelihood of disruptive litigation. She drafts employment and independent contractor agreements, severance and settlement agreements, policy manuals and handbooks, and other filings required by the U.S. Equal Employment Opportunity Commission (EEOC) and the Tennessee Human Rights Commission (THRC). Her experience also includes unfair competition and trade secret litigation.

Flynn has defended lawsuits and charges brought under state and federal laws including:

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

Prior to joining Waller, Flynn gained valuable courtroom experience with law firms in Nashville and Miami. She began her legal career as an Assistant District Attorney with the Harris County District Attorney's Office in Houston.

### EXPERIENCE

- **HBCU fights death penalty sanction against its college of pharmacy**

Representing a Historically Black College and University (HBCU) in litigation against a national accreditation agency that withdrew accreditation from the HBCU's school of pharmacy, one of only a handful in the United States that focuses on producing pharmacists of color.

## EDUCATION

- J.D., University of Miami School of Law, 2013
  - Dean's Certificate of Achievement
  - Dean's Honor Scholarship
  - Dean's List
  - "Best Overall Student" James Weldon Johnson/Robert H. Water Summer Institute
- B.A., *cum laude*, Howard University, 2011

## BAR ADMISSIONS

- Tennessee
- Texas
- Florida

## RECOGNITIONS

### **The Best Lawyers in America® Ones to Watch**

- Commercial Litigation, 2021-2023
- Health Care Law, 2021-2023
- Real Estate Law, 2021-2023

## PROFESSIONAL INVOLVEMENT

- Member, American Bar Association
- Member, Nashville Bar Association
  - Young Lawyers Division
- Member, Tennessee Bar Association
- Member, Lawyers Association for Women-Marion Griffin Chapter
- Member, Napier- Looby Bar Association