

Nicole A. Crawford

Partner



CONTACT INFO

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OFFICE

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Nicole Crawford counsels clients on human resources and employment law issues and helps employers make sound personnel decisions that are in compliance with laws. She has extensive experience in handling employment discrimination matters, EEOC charges, and a wide range of other employment matters.



PRACTICE AREAS

Employment
› Employment Litigation
› Union and Labor Issues

EDUCATION

Duke University School of Law
J.D., 2003
Sanford Institute of Public Policy
M.P.P., 2003
University of California at Los Angeles
B.A., 1994, with departmental
highest honors

BAR & COURT ADMISSIONS

North Carolina
US Court of Appeals
4th Circuit
US District Court - North Carolina
Western District
Middle District
Eastern District

MY PRACTICE

LABOR AND EMPLOYMENT

Nicole practices labor and employment law and litigation. She advises employers on employee discipline and discharge matters and has extensive experience handling difficult discipline and termination issues involving employees with disabilities or on FMLA leave. Nicole defends employers in EEOC charges and discrimination lawsuits, charges and lawsuits under North Carolina's Retaliatory Employment Discrimination Act, whistle-blower claims, and common law employment claims. She has extensive experience in discrimination 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.

Nicole continues to be widely recognized by her peers and clients as a leading employment and labor lawyer. She has been included in *Business North Carolina's* "[Legal Elite](#)," [North Carolina Super Lawyers](#) and [Chambers USA: America's Leading Lawyers for Business](#).

EEOC CHARGES

Nicole has an established EEOC charge defense practice, from drafting position statements to mediations to handling all interactions with the EEOC on behalf of employers.

UNION AND LABOR ISSUES

Nicole is a trusted counselor for unionized employers and handles grievance issues and arbitrations for those clients. She regularly advises on collective bargaining issues and defends employers in unfair labor practice charges. She also has experience dealing with the NLRB's expansion of its social media decisions regarding employees' right to concerted, protected activity.

HONORS

Recognized by her peers for inclusion in *Business North Carolina's* "[Legal Elite](#)" in Employment Law (2014, 2016-2018)

Recognized by [Chambers USA: America's Leading Lawyers for Business](#) in Labor & Employment Law (2009-2017)

Recognized in [North Carolina Super Lawyers](#) in Labor & Employment (2009, 2011-2013, 2016-2017)

COMMUNITY INVOLVEMENT

Board Director, North Carolina Zoo Society, 2009-present; Vice-Chair, 2015-2016

Board Member, [Chapel Hill Public Library Foundation](#), 2011

Board Member, Foundation for a Sustainable Community, 2010

Secretary, Partners in Public Health, 2005-2012

Advisory Council Member, Salvation Army Boys & Girls Club, 2008-2010

Board Member, [Green Hill Center for North Carolina Art](#), 2009

Member, [Society for Human Resources Management](#), 2009-present

Member, Development Committee, [North Carolina Bar Association](#), 2010 - present

Council member, [Labor & Employment Section, North Carolina Bar Association](#), 2010-present

Member, [Litigation Section, North Carolina Bar Association](#), 2003-present

Member, Litigation and Employment Sections, [American Bar Association](#), 2003-present

Co-chair, Website Newsletter Committee, Litigation Employment Committee, [American Bar Association](#), 2012-2013

Member, [Greensboro Bar Association](#), 2003-present

PUBLICATIONS & MEDIA

Panelist, "Working With and Managing the Whistleblower," National Employment Law Council Annual Conference, Denver, CO, April 2017

Panelist, "The New Era of the Employment Attorney," National Employment Law Council Meeting, Atlanta, GA, January 2017

Speaker, "NLRB and Its Expanding Reach in the Workplace Horizon," Sterling Education seminar on the National Labor Relations Board, Greensboro, NC, December 2016

Four Brooks Pierce Attorneys to Present at the 2018 Festival of Legal Learning, January 3, 2018

Brooks Pierce Attorneys, Practice Areas Earn Top Rankings from Chambers USA, May 26, 2017

Brooks Pierce Attorney Nicole Crawford Honored by the Triad Business Journal , April 27, 2017

Thirteen Brooks Pierce Attorneys to Present at the Festival of Legal Learning, January 12, 2017

Department of Labor "Overtime Rule" Enjoined by U.S. District Court, November 23, 2016

U.S. Department of Labor Publishes New Overtime Regulations, May 20, 2016

Twenty Brooks Pierce Attorneys to Speak at the 2016 Festival of Legal Learning, February 2, 2016

Nicole Crawford Discusses Religious Liberty Labor Issues with Fleet Owner Magazine, November 20, 2015

Nicole Crawford Elected Vice Chair of the North Carolina Zoo Society, May 5, 2015

Joint News Release from Brooks Pierce, Legal Aid of North Carolina and Mary's House, July 30, 2014

Greensboro program for homeless mothers and children recovers significant back-funding in settlement of lawsuit against state [Read more](#)

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SPEAKING ENGAGEMENTS

Nicole Crawford to Speak at NELC 22nd Annual Conference, April 17, 2017

Nicole Crawford to Speak at National Employment Law Council Meeting, December 6, 2016

Nicole Crawford to Present on National Labor Relations Board Changes, December 6, 2016

Nicole Crawford to Discuss the Impact of Mergers & Acquisitions on HR at Carolina Human Capital Management Luncheon, October 27, 2016