

Natalie K. Sanders

Of Counsel



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OFFICE

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PRACTICE AREAS

Employment
› Employment Litigation

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

BAR & COURT ADMISSIONS

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

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.

MY PRACTICE

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.

HONORS

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)

COMMUNITY INVOLVEMENT

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)

PUBLICATIONS & MEDIA

Co-presenter (with James Bobbitt), "HR During and Beyond COVID," North Carolina Bankers Association HR Workshop, March 24, 2021

Panelist, "Working in a Pandemic: Employment Law & *Qui Tam* Claims," Campbell Law

Review Symposium, "Pandemic Pandemonium: Hindsight Really is 2020," March 18, 2021.

Panelist, Greensboro Chamber of Commerce Daily Action Call, Feb. 3, 2021.

Co-presenter (with Justin Outling), "Black Lives Matter. Diversity & Inclusion Matter. What Does It All Mean for the Legal Profession?" The Mediation Center, Jan. 29, 2021.

Presenter, "Inclusion: Legal Issues and Opportunities in our COVID World," Bloom Inclusion Conference–2020 ConCourse Edition, November 2020.

Presenter, "Conversations about Employment Law & Job Search," Randy Wooden & Teddy Burriss Lunch Conversation Show, Oct. 7, 2020.

Presenter, "Navigating Difficult Situations in the Workplace," Withit, July 15, 2020.

Co-presenter (with Jessi Thaller-Moran), "Returning Employees to Work in a COVID-19 World," UBS Financial Services' 30 at 3 phone call series, June 2020.

Panelist, COVID-19 Legal Webinar Series, North Carolina Bar Association Continuing Legal Education Webinar, April 2020.

Co-author (with Tricia Goodson), "[Brooks Pierce: Families First Coronavirus Response Act](#)," *Business North Carolina*, April 30, 2020.

Presenter, "Healthy Culture & Compliance: Tools for Communication and Confrontation," Bloom Inclusion Seminar, Greensboro, NC, Oct. 3, 2019.

Presenter, "Professionalism in the Workplace: Going Beyond #MeToo," North Carolina Society for Human Resource Management Conference, Hickory, NC, Sept. 25-27, 2019.

"Can Technology End Sexual Harassment in the Workplace?," NCBARBLOG.COM, May 18, 2018 <https://ncbarblog.com/can-technology-end-sexual-harassment-in-the-workplace/>

Employers Considering Differential Treatment Based on Vaccination Status, May 14, 2021

Natalie Sanders Named to Triad Business Journal's "Outstanding Women in Business", May 3, 2021

Brooks Pierce Attorneys Present Webinar on Returning Employees to the Workplace, April 29, 2021

Availability of Health Insurance Subsidy Requires Employers to Act, April 16, 2021

Brooks Pierce Hosts Webinar on OSHA Compliance, April 1, 2021

American Rescue Plan Includes Changes to COVID-Related Employee Leave , March 12, 2021

CDC Issues New Guidance for Vaccinated Individuals, March 9, 2021

North Carolina Municipalities Pass Anti-Discrimination Ordinances, February 25, 2021

Brooks Pierce Attorney Quoted in Forbes Article on Vaccinations, January 27, 2021

2020 in Review: A Look Back at Brooks Pierce's COVID-19 Coverage, January 25, 2021

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SPEAKING ENGAGEMENTS

Brooks Pierce Attorneys Present to North Carolina Bankers Association, March 9, 2021

Brooks Pierce Attorneys to Speak at Campbell Law Review's Annual Symposium, March 2, 2021

Natalie Sanders Speaks to NC TECH Association Members, February 17, 2021

Natalie Sanders Speaks During Greensboro Chamber of Commerce Daily Action Call, February 2, 2021