



## **Lauren H. McDonald**

### ***Of Counsel***

Dallas

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### ***Service Focus***

- Counseling and Advice
- Litigation and Trials
- Employment Discrimination and Harassment

### ***Industry Focus***

- Higher Education
- Healthcare

### ***Overview***

Lauren McDonald advises businesses on a range of workplace and employment issues and defends them in litigation involving alleged discrimination and violations of employee leave and wage and hour laws.

Prior to joining Fisher Phillips, Lauren was Senior Counsel for a multinational healthcare services company, where she provided guidance focused on employment-related issues, including Title VII, ADA, FMLA, PWFA, and the FLSA among other similar subjects; oversaw and managed employment-related litigation conducted by outside counsel; assessed risks and advised company leadership regarding litigation and government agency investigations; advised leadership on policies and procedures to ensure company-wide compliance with federal, state, and local employment laws; advised in internal investigations into allegations of sexual harassment, discrimination, and retaliation; and trained hospital personnel to ensure compliance with federal and state employment laws across the United States.

Lauren also previously served as in-house counsel for a public community college in the Dallas/Fort Worth area. In this capacity, she provided strategic advice and legal counsel to the Chancellor, six campus presidents, the COO, and others including the Human Resources Department regarding

personnel issues, employment issues, and performance management. She also advised on internal investigations involving claims of alleged misconduct under Title IX; trained HR personnel in legal developments impacting faculty and staff across six campuses; and drafted policy regulations and process documents for the college.

Prior to her in-house roles, Lauren was in private practice at both a boutique labor and employment firm in Fort Worth and a regional corporate firm with various locations throughout Texas.

## ***Credentials***

### **Education**

- J.D., 2013, Baylor University School of Law
- B.B.A., 2008, *magna cum laude*, Texas A&M University

### **Bar Admissions**

- Texas

### **Court Admissions**

- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Western District of Texas

## ***Recognitions***

- Top Attorney, *Fort Worth Magazine* (2015-2020)
- Top Attorney, *360 West Magazine* (2017-2020)

## ***Affiliations***

### **Professional Activities**

- Board of Directors, Texas Association of Community College Attorneys (TACCA), (2021-2022)
- National Association of College and University Attorneys (NACUA) (2019-2022)
- Chair of Employment Section, Tarrant County Bar Association (2020-2021)

### **Community Activities**

- Texas Aggie Bar Association

## ***Insights***

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## **Fisher Phillips Continues Hiring Momentum in Dallas**

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