



**Karen Clay**  
*Special Counsel*

t: 228.236.1722

Email



***Service Focus***

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

***Industry Focus***

- Higher Education

***Overview***

Karen Clay has over 17 years of experience advising and representing employers in various areas of labor and employment law. She has experience conducting internal investigations, responding to EEOC charges, defending against claims of discrimination and harassment, and advising clients on non-compete matters. In addition to representing clients in court, Karen has defended clients in matters and mediations before the EEOC and the Department of Labor.

Most experienced litigators will say that the best offense is a strong defense, and Karen believes that staying informed and taking preventative measures is necessary for every business. She has experience drafting and modifying employment policies, as well as advising clients on compliance and personnel matters, including hiring and termination decisions, discipline and wage and hour issues.

Prior to joining Fisher Phillips, Karen was the sole legal counsel for a regional, public university where she provided strategic guidance and consultation to university leadership on a comprehensive range of legal issues involving higher education. She worked closely with the Offices of Human Resources and Equity and Compliance, providing day-to-day, routine and legal advice. She provided yearly compliance training to athletics and other departments and served as the university's Interim Title IX Coordinator for four years, overseeing all aspects of Title IX compliance. She also

represented the university on legislative matters before the Mississippi State Legislature, monitored legislation and provided strategic and analytical support on issues affecting higher education.

Karen works remotely and is licensed in Mississippi. You may contact her via e-mail or by phone. Please use our Gulfport office address for mailing purposes only.

## ***Credentials***

### **Education**

- J.D., 2007, *magna cum laude*, Mississippi College School of Law
- M.S., 2004, in Higher Education Administration, University of Tennessee
- B.A., 2002, *cum laude*, Mississippi University for Women

### **Bar Admissions**

- Mississippi

### **Court Admissions**

- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Northern District of Mississippi
- U.S. District Court for the Southern District of Mississippi

## ***Affiliations***

### **Professional Activities**

- American Bar Association, Member
- Mississippi Bar Association, Employment Law Section
- National Association of College and University Attorneys, Member

### **Community Activities**

- 100+ Women Who Care
- Cadence Bank Community Advisory Council
- St. Paul's Episcopal Church Vestry