



## Amber Isom-Thompson

Special Counsel

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## Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Leaves of Absence and Disability Accommodation

## Overview

Amber Isom-Thompson has extensive experience representing employers in the defense of employment-related claims, including claims dealing with unlawful discrimination, harassment, retaliation, wrongful discharge, failure to accommodate and leaves of absence, based on:

- Title VII of the Civil Rights Act (Title VII)
- The Americans with Disabilities Act (ADA)
- The Family Medical Leave Act (FMLA)
- The Age Discrimination in Employment Act (ADEA)
- State employment statutes

Prior to moving into her current role, Amber served as an early case evaluation (ECE) attorney on the Littler CaseSmart team, developing skill in investigating and evaluating single plaintiff litigation claims at an early stage to identify potential risks and guide litigation strategy.

Amber has represented employers in administrative proceedings before the Equal Employment Opportunity Commission (EEOC) and state fair employment practices agencies. She also provides training to HR, employees and management to help clients meet their legal obligations and maintain a respectful workplace.

## Professional and Community Affiliations

- Member, American Bar Association

- Member, National Association of Women Lawyers

## Recognition

- Named, The Best Lawyers in America®, 2016-2024
- Named, Rising Star, Mid South, *Super Lawyers*, 2010-2014

## Education

J.D., University of Iowa College of Law, 1999, *High Distinction*

B.A., Rhodes College, 1996

## Bar Admissions

Tennessee

## Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Middle District of Tennessee

U.S. District Court, Western District of Tennessee

## Publications & Press

**Artificial Intelligence and Real Risk Avoidance: The Interplay Between the Americans with Disabilities Act and the Use of Software, Algorithms, and Artificial Intelligence**

*ACC Tennessee Chapter Newsletter*

Q3 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler Mendelson FTA Program Provides Flexibility, Career Advancement**

*Memphis Lawyer*

March 1, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**What's a Certificate of Employability and Why Is this Applicant Handing Me One?**

*HR Professionals of Greater Memphis*

2014

**Genetic Information Nondiscrimination Act**

*HR Professionals of Greater Memphis*

2011

## **Speaking Engagements**

**What's Buzzin' This Spring?: Littler Lawyers Address the Most Invasive Labor and Employment Issues Sprouting Up This Spring**

Memphis, TN

March 22, 2023

**Labor and Employment Law, Guest Speaker**

Business Law class, Christian Brothers University, Memphis, TN

November 16, 2016

**The EEOC: Looking Back and Forward - Successes, Failures and Anticipated Trends**

Association of Corporate Counsel, Tennessee Chapter, Memphis, TN

February 27, 2014

**Creating and Maintaining Employee Handbooks**

Lipscomb and Pitts Breakfast Club, Memphis, TN

November 9, 2011

**Books & Book Chapters**

- Annual Review of Developments in Business and Corporate Litigation, *Business and Corporate Litigation Committee, American Bar Association*, Employment Law, Chapter 14, Contributing Author, 2013
- Annual Review of Developments in Business and Corporate Litigation, *Business and Corporate Litigation Committee, American Bar Association*, Employment Law, Chapter 15, Contributing Author, 2012
- Religion, Employment Discrimination Law, *Lindemann and Grossman*, Chapter 9, 5th Ed., Contributor, 2012