



Rachel Dix Bishop

Title: attorney

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Rachel Dix Bishop is an attorney in the firm's Nashville, Tennessee office where she currently enjoys a diverse practice that involves both litigation and transactional work. As a creative and enthusiastic problem solver, Rachel is committed to serving the needs of her clients while also facilitating a practical understanding of the law. She is a member of the Employment Law and Intellectual Property service groups. Rachel's practice concentrates on litigation involving employment discrimination, retaliation, wage and hour claims, restrictive covenants, trade secret misappropriation, intellectual property infringement, and general tort claims. Rachel also has experience in preparing employee handbooks, various employment agreements, prosecuting trademark and copyright registration applications, and managing clients' intellectual property portfolios.

CAPABILITIES

Practice Areas

- Business Litigation
- Employment Law
- Intellectual Property & Technology
- Litigation & Appeals

RECENT ASSIGNMENTS

- Litigation involving claims of age discrimination
- Defend against sex discrimination and retaliation litigation
- Wage and hour litigation
- Defend multi-national food company in litigation involving claims of disability, race, and FMLA discrimination and retaliation
- Successfully obtain summary judgment in disability discrimination case
- Manage clients' trademark portfolios and enforce intellectual property rights
- Prosecute patent infringement litigation
- Litigation involving trade secrets, restrictive covenants, and unfair competition
- Prepare numerous employee handbooks for employers of various sizes
- Prepare privacy policies and terms of use to comply with new privacy laws, including the GDPR
- Prepare various employment agreements, including non-disclosure, non-competition, and severance agreements

BAR ADMISSIONS

- Tennessee

RECENT NEWS, ARTICLES & SPEAKING ENGAGEMENTS

- Information You Need on the COVID-19 Coronavirus *Stites & Harbison, PLLC* March 2020
- WEBINAR: COVID-19 and Your Business — What You Need to Know *with Allyson True Cook , Brian A. Cromer , S. Kelly Gilliam , Shannon Antle Hamilton , William M. Joseph (Bill) , Jamie F. Little , and Rebecca A. Weis* presented by Stites & Harbison, PLLC, April 7, 2020
- Department of Labor to Employers: You Must Notify Your Employees of New Paid Leave Laws by April 1, 2020 *with Rebecca A. Weis* Stites & Harbison Client Alert, March 26, 2020
- Do You Have a Fever: Preparing for a Pandemic Without Violating the Americans with Disabilities Act *with Shannon Antle Hamilton and Calesia Henson* Stites & Harbison Client Alert, March 10, 2020
- Tennessee Supreme Court Upholds \$750,000 Statutory Cap on Non-Economic Damages in Civil Cases *with Lauren Paxton Roberts and J. Anne Tipps* Stites & Harbison Client Alert, March 4, 2020
- The Final Countdown: Ten Days Until the EEO-1 Component 2 Pay Data Deadline *with Shannon Antle Hamilton* Stites & Harbison Client Alert, September 20, 2019
- Employee Race, Ethnicity, and Gender Data Due to EEOC by May 31, 2019; Employee Pay Data Due by September 30, 2019 *with Shannon Antle Hamilton* Stites & Harbison Client Alert, May 1, 2019
- DOL's New Overtime Rule Sets FLSA Exemption Threshold at \$35,308 Annual Salary *with Shannon Antle Hamilton and Rebecca A. Weis* Stites & Harbison Client Alert, March 8, 2019
- Revocable Trusts: Tennessee Thomson Reuters Practical Law Q&A, November 20, 2017
- Trump Administration Postpones Revised Form EEO-1 Pay Reporting Requirements *with Shannon Antle Hamilton* Stites & Harbison Client Alert, September 15, 2017
- Federal Judge Strikes Down Obama Administration Overtime Rule *with Shannon Antle Hamilton* Stites & Harbison Client Alert, September 1, 2017
- New I-9 Form Takes Effect September 18, 2017 *with Shannon Antle Hamilton* Stites & Harbison Client Alert, September 1, 2017

FIRM LEADERSHIP

- Nashville Office Recruiting Committee, Member
- Trademarkology blog, Team Member
- S.W.I.F.T. (Stites Women Investing in our Futures Together), Member

MEMBERSHIPS

- American Bar Association
- Tennessee Bar Association
- Nashville Bar Association
- Lawyers Association for Women
- Defense Research Institute
- Society for Human Resources Management (SHRM)
- Tennessee Defense Lawyers Association

COMMUNITY INVOLVEMENT

- Phi Mu, Alumnae
- Girl Scouts of America, Lifetime Member

EDUCATION

University of Tennessee College of Law J.D. *summa cum laude* 2016

- Order of the Coif
- H.L. Hendricks Scholarship
- Dean's List, every semester
- Expungement Clinic (2015)
- Student Bar Association, Vice-President (2015-16), Secretary (2014-15) and 1L Class Representative (2013-14)
- Law Women; 2016 Class Gift Committee
- Phi Alpha Delta Law Fraternity
- Sword and Scales
- Law Ambassadors
- Sports and Entertainment Law Society
- Knoxville Bar Association; Tennessee Bar Association

University of Tennessee B.S., Human Resources Management with minor in Political Science & International Business *summa cum laude* 2013

- Chancellor's Honors Program
- TVHRA Award; Phi Mu Campus Involvement Award; Nashville Area Panhellenic Award
- TN Women's Economic Council Scholar
- Phi Eta Sigma
- Golden Key
- National Society of Collegiate Scholars
- Studied Abroad in London, England
- Society for Human Resource Management (Vice President, Top Student Chapter in the Nation)
- Student Government Association (Treasurer, Campaign Manager, Senator, Committee Chair and Freshman Council)
- Phi Mu Fraternity (Public Relations Chair, Committee Chair, Recruitment Leader)
- Panhellenic Judicial Board
- Alpha Kappa Psi Professional Business Fraternity

MORE THAN STITES & HARBISON

Rachel joined Stites & Harbison after participating in the firm's summer associate program after her first and second years of law school. She graduated in the top 5% of her class from The University of Tennessee College of Law. Rachel is committed to serving her community through pro bono work and participating in various professional, civic, and social organizations. She is always looking for more ways to get involved with and connect with others in Davidson and Williamson County. Rachel also spends time visiting family in Rutherford and Coffee County, Tennessee and enjoys staying up-to-date with and supporting those communities as well. She loves exploring Nashville, meeting new people, and spending time with family and friends. She has a passion for the outdoors and can often be found exploring Nashville's many parks or enjoying a round of golf with her husband, Chris. She also enjoys travelling and attending sporting events (especially UT football games).

ACCOLADES

- *Best Lawyers in America*®, Ones To Watch, Commercial Litigation; Intellectual Property Law; and Litigation - Labor & Employment (2021)