



Rachel Dix Bishop

Title: attorney

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Rachel Dix Bishop is an attorney based in the Nashville, Tennessee office. 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. Rachel is a member of the firm's Employment Law Service Group. She serves as a management-side litigator and counselor on a multitude of complex employment law issues.

Rachel's practice concentrates on litigation involving employment discrimination, harassment, retaliation, disability and medical related claims, wage and hour claims, restrictive covenants, trade secret misappropriation, intellectual property infringement, and general tort and contract claims. She also regularly assists clients with EEO training, employee handbook preparation and updates, wage and hour and employee classification audits, employee discipline and separation procedures, and all varieties of employment and restrictive covenant agreements.

Rachel values being a true partner to her clients, working to understand and anticipate their unique business needs and serving as a general counselor and resource both before and after litigation arises.

CAPABILITIES

Practice Areas

- Business Litigation
- Employment Law
- Employment Litigation
- 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

- Supreme Court Rejects OSHA Vaccine Mandate on Private Employers – Allows CMS Healthcare Mandate for Facilities Receiving Medicare/Medicaid Funds *with Shannon Antle Hamilton , Demetrius O. Holloway , Ashley Owens Hopkins , Robin E. McGuffin , and Robin D. Miller* Stites & Harbison Client Alert, January 14, 2022
- Biden Announces Plans to Mandate Vaccination for All Federal Workers and Contractors, Private Employers with 100+ Employees, and Health Care Workers at Medicare/Medicaid Facilities *with Shannon Antle Hamilton and Ashley Owens Hopkins* Stites & Harbison Client Alert, September 10, 2021
- Key Takeaways for Employers Under OSHA's Updated COVID-19 Guidance as Delta Variant Spreads and Positive COVID Cases Increase *with Shannon Antle Hamilton* Stites & Harbison Client Alert, August 18, 2021
- DOL Says Extending FFCRA Leave Earns Cos. Tax Credit by Emily Brill, *Law360*, January 4, 2021
- FFCRA Paid Leave is Ending but COVID-19 Continues: Considerations for Employers Handling COVID-19 Issues in 2021 *with Shannon Antle Hamilton* Stites & Harbison Client Alert, December 31, 2020
- What Employers Need to Know About COVID-19 Vaccines *with Shannon Antle Hamilton* Stites & Harbison Client Alert, December 23, 2020
- WEBINAR: COVID-19 and Your Business — What You Need to Know *with Brian A. Cromer , Shannon Antle Hamilton , and William M. Joseph (Bill)* 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 *Stites & Harbison, PLLC.* 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* 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* Stites & Harbison Client Alert, March 4, 2020
- Information You Need on the COVID-19 Coronavirus *Stites & Harbison, PLLC* March 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* 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

- 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 , Young Lawyers Division
- Lawyers Association for Women
- Defense Research Institute , Young Lawyer Member
- Society for Human Resources Management (SHRM)
- Tennessee Defense Lawyers Association

COMMUNITY INVOLVEMENT

- Tennessee Defense Lawyers Association, TDLA Rising Star (2021)
- [Nashville Bar Foundation Leadership Forum \(NBFLF\)](#), Class of 2022
- 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 (2021-22)