



## Janet A. Hendrick

Director

Janet A. Hendrick is an experienced employment litigator who tackles each of her client's problems with a tailored, results-oriented approach. Whether training managers on employment law compliance to minimize an employer's legal risk or representing the employer in court or arbitration, she brings years of experience and in-depth legal knowledge to deliver results.

### Contact

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#### Dallas

469.485.7334 Direct  
214.434.1370 Fax

#### Oklahoma City

Main

### Practice Areas

- Labor and employment

### Education

- Southern Methodist University School of Law (J.D. 1991, cum laude, Order of the Coif)
- University of Texas at Arlington (B.A. 1984)

### Admissions

- Texas
- U.S. District Court, Eastern District of Texas
- U.S. District Court, Northern District of Texas
- 2018, U.S. District Court, Southern District of Texas
- 2018, U.S. District Court, Western District of Texas

### Biography

Janet Hendrick is an experienced employment lawyer who tackles each of her client's problems with a tailored, results-oriented approach. Whether training managers on employment law compliance to minimize an employer's legal risk or representing employers in high stakes employment or trade secret litigation, she brings years of experience and in-depth legal knowledge to deliver results.

Janet regularly appears in state and federal court to defend employers of all sizes against discrimination, harassment, retaliation, and related claims. Rather than simply managing a case, Janet applies a resolution strategy from the beginning of a matter that informs every decision, always with her clients' goals in mind. Her approach has led to successful resolution of claims whether by dispositive motion, favorable settlement, or judgment.

To help clients avoid litigation, she helps employers navigate high-risk employment decisions and audits, and trains management in a user-friendly, interactive style that results in a more productive and positive work environment and fewer claims. Janet prepares employment contracts and arbitration agreements, and prepares, defends, and enforces restrictive covenants, including non-competition agreements.



Janet is a member of the Fellows of the Texas Bar Foundation, one of the highest honors from the State Bar of Texas, based on her contributions to the legal profession and commitment to the community. She is a sought-after speaker and author on topics including gender diversity in the legal profession, workplace accommodations and leave management and evolving workplace protections of LGBT employees. Janet has also been a guest lecturer at SMU Dedman School of Law.

Deeply committed to the advancement of women in the legal profession, Janet is an active member of the National Association of Women Lawyers. She is also a member of the labor and employment law sections of the American Bar Association, the State Bar of Texas, and the Dallas Bar Association.

### Experience

- Representing national and regional employers in industries including healthcare,

- insurance, construction, oil and gas, manufacturing, and fintech comply with workplace laws and protect their businesses
- Representing employers against claims of discrimination, harassment, retaliation, wage and hour violations, and related employment claims in state and federal court and arbitration
- Representing employers in employee defection/noncompete litigation
- Representing employers in EEOC, NLRB, and OSHA proceedings and investigations
- Advising and training employers on issues relating to COVID-19 pandemic, sexual harassment prevention, employee leaves, and disability and religious accommodations
- Conducting investigations and audits and other prevention and compliance initiatives
- Drafting executive employment agreements, protective covenants (noncompetition, nonsolicitation, confidentiality), arbitration agreements, and employment policies and handbooks

### Expertise

- Investigations and audits
- Sexual harassment prevention/litigation
- Employee defection litigation
- Employee leave (ADA/FMLA)
- Disability and religious accommodations
- Training (anti-harassment, anti-discrimination, sensitivity, diversity)
- Employment agreements

### Professional Organizations

- Member of the Fellows of the Texas Bar Foundation
- American Bar Association - Labor and Employment Section
- Dallas Bar Association - Labor and Employment Section
- Collin County Bar Association
- National Association of Women Lawyers (member of Annual Meeting Planning Committee)
- North Texas GLBT Chamber of Commerce (Chair of Chamber/Foundation Governance Committee)

### Recognition

- Recognized as Dallas Top 50 Women in Law by Texas Diversity Council
- Recognized as Top 15 Business Women in Dallas by National Women's Council

### Publications

- **Presentations**
  - 2019 Employment Law Update, DFW Chapter-Construction Finance Management Association
  - 2019 SMU Dedman School of Law Business Law Boot Camp: Labor & Employment Law
  - 2019 Legal Updates Impacting LGBTQ Employees-Texas Business Equality Conference Keynote Speaker
  - 2018 SHRM National Conference (Chicago) on Mental Health Conditions in the Workplace
  - 2018 Women Chefs and Restaurateurs (WCR) National Conference (Minneapolis) on #MeToo in the Restaurant Industry
  - 2017 HRSouthwest Conference on LGBT Issues in the Workplace
  - 2017 Leadership & Diversity Conference Panelist
  - 2017 LGBT Allies Diversity Summit Panelist
  - 2017 Women in Leadership Symposium Panelist
  - 2016 TrendHR HR Legal Conference
  - 2015 TrendHR HR Legal Conference
  - 2014 TrendHR HR Legal Conference
- **Webinars**
  - Leave & Reassignment as Reasonable Accommodations Under the ADA
  - Mental Health Conditions in the Workplace

- LGBT Workers: What Employers Need to Know to Navigate Uncharted Territory and Remain Legally Compliant
- Understanding Wage & Hour Issues and Preparing for Investigations
- Dealing with Misclassified Employees Under the FLSA: What Employers Should Do