

Amber Isom-Thompson

Special Counsel

40 South Main
Suite 2500
Memphis, TN 38103
main: (901) 795-6695
direct: (901) 322-1219
fax: (901) 881-4333
aisomthompson@littler.com



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®, 2016-2025
- 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