



Lauren L. Mitchell

**Partner
Employment & Labor -
Chicago**

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At a Glance

Accomplished Writer

Lauren simplifies complex legal issues and clearly and persuasively presents her clients' arguments. The effectiveness of Lauren's writing is evidenced by her multiple appellate victories.

Trusted Advocate for Employers

Clients trust Lauren to provide practical and easy-to-understand legal advice that streamlines their decision-making process.

Lauren L. Mitchell is a partner in the complex litigation/dispute resolution group. Lauren focuses her practice on the efficient and effective resolution of employment disputes. She defends employers against discrimination, harassment, and retaliation claims in EEOC investigations through civil litigation involving claims under Title VII, Section 1981, ADA, as amended, ADEA, FLSA, Texas Labor Code, and Illinois Human Rights Act claims and employment-related tort claims.

Lauren prosecutes claims for breach of covenants not to compete and she represents clients regarding confidentiality and non-solicitation agreements. She also provides advice and counsel to assist clients in minimizing the risk of litigation, including: evaluating and executing employee terminations and reductions-in-force, drafting employment agreements, separation agreements, policy handbooks, and conducting FLSA classification audits.

Lauren graduated *cum laude* with a J.D. from Southern Methodist University Dedman School of Law. While in law school, she was selected as an articles editor for the International Law Review Association and she worked as a student attorney in the Southern Methodist University Civil Clinic where she represented clients in consumer law matters.

Experience

- Represented financial institution in AAA Employment Arbitration and prevailed on claim that employee breached his contractual obligation to repay his sign-on bonus to his employer when he resigned before a certain date. The arbitrator rejected the former employee's claim that the bonus repayment provision constituted an unenforceable covenant not to compete and a forfeiture and upheld the repayment provision as enforceable.
- Represented Parkland Health and Hospital System in its defense against a former contractor's claims that the hospital discriminated and retaliated against him by failing to directly hire him and interfered with his direct employment. The Dallas Court of Appeals opinion upholding the trial court's dismissal in favor of Parkland created pro-employer precedent limiting the ability of contractors to bring employment discrimination claims under a theory of indirect employer liability against entities with whom their direct employer contracts.
- Represented a book publisher that was sued in federal court for defamation and various torts by an individual depicted in a book that documented an anti-government militia. Ms. Mitchell immediately moved to have the case dismissed on multiple grounds. The Court agreed and dismissed the lawsuit only a few months after Ms. Mitchell made the request.
- Represented Parkland Health and Hospital System in its defense against a former employee of Parkland's IT Group who brought claims for discrimination, harassment, and retaliation. Ms. Mitchell achieved a complete reversal in the Dallas Court of Appeals of the trial court's order denying Parkland's Plea to the Jurisdiction, resulting in dismissal of the plaintiff's lawsuit in its entirety.
- Obtained favorable ruling from the Texas Supreme Court Panel on Multidistrict Litigation on a motion to consolidate four separate, but related employment discrimination and retaliation lawsuits, resulting in the first multidistrict litigation treatment of employment discrimination claims in Texas and significant savings to client from consolidated discovery and pretrial proceedings.
- Represented clients and obtained or defended injunctions and litigated numerous cases involving misappropriation of trade secrets, covenants not to compete, unfair competition, and related torts.
- Represented numerous companies in Fair Labor Standards Act (FLSA) collective action lawsuits and government investigations alleging failure to pay overtime wages to hundreds of employees.

Focus Areas

Arbitration

Employment Litigation

Employment Counseling & Preventive Services

Health Care

Employment Policies & Handbooks

Internal Investigations

Education

Southern Methodist University Dedman School of Law, JD, 2010
cum laude

University of Texas at Dallas, BA, 2005
Crime and Justice Studies
cum laude

Associations & Memberships

- State Bar of Texas
- Dallas Bar Association

Honors & Awards

- Best Lawyers in America
2024-2025
- Dallas Association of Young Lawyers Foundation, Fellow
- Texas Rising Stars, Thomson Reuters
2018-2022

Bar Admissions

Texas, 2010

U.S. District Court for the Northern District of Texas

U.S. District Court for the Southern District of Texas

U.S. District Court for the Eastern District of Texas

U.S. District Court for the Western District of Texas

Illinois, 2021

U.S. District Court for the Northern District of Illinois

U.S. District Court for the Central District of Illinois