Anne E. Duprey

Partner

aduprey@fbtgibbons.com | 614.559.7203

One Columbus Center
10 West Broad Street, Suite 2300
Columbus, OH 43215

Industries

Energy

Industrials

Life Sciences

Manufacturing

Supply Chain

Utilities

Practice Areas

Labor & Employment

AI Legal Strategies

Collective Bargaining & Arbitrations

Data Security & Privacy

Data, Digital Assets & Technology

Employment Discrimination & Wrongful Termination

Trade Secrets & Covenants Not to Compete

Union Avoidance / Campaigns

Wage & Hour

Bar Memberships

Ohio

Anne (“Annee”) Duprey is a labor and employment attorney who partners with employers to navigate complex workplace challenges with clarity and confidence. She advises and represents organizations in high-stakes disputes while delivering practical, business-oriented guidance aligned with operational realities. Her practice spans the full spectrum of employment law, including discrimination, retaliation, wage and hour class and collective actions, restrictive covenant litigation, and traditional labor matters, and she regularly counsels executive leadership and HR teams on sensitive personnel decisions, accommodations, separations, and workforce strategy under federal and state employment laws.

A distinctive aspect of Annee’s practice is her focus on the intersection of artificial intelligence, privacy, and employment law. She advises organizations integrating AI into hiring, performance management, and workforce analytics, helping them address discrimination risk, documentation obligations, and evolving regulatory frameworks. She works cross-functionally with legal, HR, compliance, and IT teams to build compliant, defensible systems that support innovation without sacrificing risk management.

In addition to litigation and counseling, Annee frequently leads sensitive internal investigations and designs proactive compliance strategies aimed at preventing disputes before they arise. She is also a sought-after speaker, who delivers engaging, actionable, and practical training programs for employers, industry associations, and executive teams on emerging employment developments, workplace investigations, and AI governance in the workforce. Outside the office, Annee enjoys spending time with her husband and three young children, listening to audiobooks, and dreaming up

her next travel adventure. She is deeply committed to community engagement and serves on the Nationwide Children's Hospital Development Board and the Nationwide Children's Hospital Family Advisory Council.

Other Info About Annee

Experience

She represents employers in a broad range of labor and employment law matters before state and federal courts and administrative agencies, including:

- Defense of employment discrimination, harassment, and retaliation lawsuits under state and federal law
- Wage and hour litigation under the Fair Labor Standards Act (FLSA) and related state laws
- Family and Medical Leave Act (FMLA) interference and retaliation claims and state agency charges, including investigations and position statements
- Restrictive covenant litigation, including noncompete, nonsolicitation, and nondisclosure agreements
- Breach of employment contract disputes
- Equal Employment Opportunity Commission (EEOC)
- Union grievances, arbitration, and unfair labor practice charges
- Workers' compensation and workers' compensation retaliation lawsuits

In addition to her litigation practice, Annee regularly advises management and human resources professionals on day-to-day workplace issues, including:

- Compliance with federal and state employment laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the FLSA, and the FMLA

Employee termination and discipline matters

Reasonable accommodations and related medical leave issues

Personnel policies, employee handbooks, and workplace training

Wage and hour compliance and pay practices

Drafting and enforcement of noncompete, nonsolicitation, and confidentiality agreements

Internal workplace investigations

Artificial intelligence and emerging technology compliance in employment decisions

Education

Case Western Reserve University School of Law, J.D., 2011
Case Western Reserve Journal of International Law, Articles Editor 2010-2011, Associate Editor, 2009-2010

Miami University, B.S. Education, *cum laude*, 2008
Study Abroad: London, England

LPM Institute, *Fundamental Skills of Legal Project Management*, Certificate, June 2021

Courts

Supreme Court of Ohio

United States District Court for the Southern District of Ohio

United States District Court for the Northern District of Ohio

United States Court of Appeals for the Sixth Circuit

Recognition

Leadership Columbus Graduate, Class of 2019

Selected for inclusion in *Ohio Super Lawyers Rising Stars*®, 2018-2019

Ohio State Bar Association Leadership Academy, 2017

Columbus Bar Association Barrister Leadership Program, 2014

Professional Affiliations

Human Resources Association of Central Ohio, Past President

Ohio State Bar Association

Columbus Bar Association

Civic Activities

Nationwide Children's Hospital Foundation Development Board

Nationwide Children's Hospital Family Advisory Council

Firm Committees

Women's Initiative Committee, Office Representative

Technology and Innovation Committee, Member

Associate Recruiting Committee, former Office Recruiting Partner

Legal Project Management Committee, former Member

Presentations

"AI in the Workplace" Lexology Masterclass Webinar Series, Presenter, October 2024

Featured Articles

Chatbots, Counsel, and Caution: What Employers Should Learn from a New AI Lawsuit

Supreme Court Rejects Requirement That Majority-Group Plaintiffs Meet a Heightened Standard to Bring Title VII Claims

EEOC Lectures Employers About Unlawful DEI-Related Discrimination

Pay Stub Protection Act: What Ohio Employers Need to Know

NLRB General Counsel Continues Her Attempted Erosion of Employer 'Rights': Considers Most Non-Compete Agreements Unlawful

Sixth Circuit Clarifies Notice Requirements for FMLA Intermittent Leave

EEOC Changes Position on COVID-19 Testing and Clarifies Other Protocols

EEOC and DOJ Warn Employers of ADA Risks in Using Artificial Intelligence in Employment Decisions

Mandatory Arbitration of Sexual Assault and Sexual Harassment Claims Prohibited

OSHA Set to Withdraw Vaccine-or-Test Mandate

CMS Vaccine Mandate Moves Forward Nationwide

Employers Rejoice! Supreme Court Stays OSHA's Vaccine-or-Test Mandate

Federal Contractor Vaccine Mandate Remains Blocked in Kentucky, Ohio, and Tennessee

Despite Fifth Circuit Decision, CMS Vaccine Mandate Remains Stayed in 24 States

OSHA Sets New Compliance Deadlines in Response to Sixth Circuit Decision Dissolving Stay on OSHA Vaccine-or-Test Mandate

CMS Suspends Enforcement of Vaccine Mandate in Response to Court-Ordered Injunctions

Federal Court Blocks Enforcement of Federal Contractor Vaccine Mandate Nationwide

Enforcement of CMS Vaccine Mandate Blocked Nationwide

Federal Court Blocks Enforcement of Federal Contractor Vaccine Mandate in Kentucky, Ohio, and Tennessee

When Your Employees Return: The New "Business as Usual" | After COVID Webinar Series

Unemployment Insurance Rules Revised to Accommodate Employers and Employees Affected by COVID-19

Considering a Covenant Not to Compete for In-house Counsel? Not So Fast

U.S. Supreme Court Approves Employers' Use of Class and Collective Action Waivers

Miscimarra Era Ends With Four Key Employer-Friendly Decisions

Seventh Circuit First Federal Court of Appeals to Recognize Sexual Orientation Discrimination Under Title VII

NLRB Drastically Changes Joint Employment Test

FMLA Leave Coverage Extends to All Same-Sex Spouses

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