



Malik Luckett

Senior Associate

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Practice Areas

Labor & Employment

Employee Safety & OSHA

Bar Memberships

Tennessee

Malik represents employers in a wide range of employment law matters, including claims of harassment, discrimination, wrongful termination, retaliation, wage and hour violations, and workplace safety. His practice also includes helping clients stay compliant and foster better workplaces through workplace investigations and training on key topics like safety and health compliance, sexual harassment, and best workplace practices. During law school, Malik worked as a judicial extern for Judge Mark S. Norris of the United States District Court for the Western District of Tennessee and for the United States Attorney's Office for the Western District of Tennessee. He also served as a Notes Editor of The University of Memphis Law Review and a member of the Constance Baker Motley National Mock Trial Team.

Malik represents his clients in proceedings in federal and state courts and civil rights agencies, as well as arbitrations and mediations. His practice includes:

- Defending employers and management in litigation involving discrimination, harassment, retaliation and whistleblower claims, wrongful discharge, employment-related torts, and contract disputes;
- Representing employers in responding to government agency charges, investigations, and audits, including matters before the EEOC and state civil rights agencies;
- Advising employers on day-to-day workplace issues and developing, drafting, and assisting with the implementation of employment policies, procedure, handbooks, and agreements;

- Conducting and assisting with internal workplace investigations involving employee complaints, misconduct, and other sensitive personnel matters;
- Developing and presenting workplace training on a variety of employment law, compliance, and best-practice topics; and
- Representing employers in connection with OSHA and MSHA complaints, investigations, inspections, and agency requests, with a focus on protecting clients' legal and business interests.

Other Info About Malik

Education

University of Memphis Cecil C. Humphreys School of Law, J.D., 2021

University of Tennessee, Knoxville, B.A., 2018, *magna cum laude*

Courts

Tennessee Supreme Court

U.S. District Court for the Middle District of Tennessee

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

U.S. Court of Appeals for the Sixth Circuit

Recognition

Selected for inclusion in Mid-South *Super Lawyers* Rising Stars, 2024

The Order of Barristers

University of Memphis Law Review, Notes Editor

Omicron Delta Kappa Leadership Honor Society

Scott G. Marston Honor Council Distinguished Service Award

Dean's Distinguished Service Award

CALI Excellence for the Future Award in Trial Advocacy

Professional Affiliations

Harry Phillips American Inn of Court, Associate, 2026 – present

Nashville Bar Foundation Leadership Forum Graduate, 2025–2026

Memphis Bar Association, Board of Directors – Young Lawyers' Division

Tennessee Bar Association

Leo Bearman Sr. American Inn of Court, Pupil, 2020 – 2021

Civic Activities

The First Tee of Memphis, Volunteer

Houston High School Mock Trial, Head Coach (2022–2025)

Presentations

"Find Your Fit: Exploring Careers & Culture in Corporate Law," FBT Gibbons Recruitment and Mentorship Programming, April 2026

"My Life as a Lawyer," The University of Memphis Cecil. C. Humphreys School of Law Access Law Day, February 2025

"The New Exemption Law: What You Need to Know," Let's Talk HR with Dr. Deneen on Comcast/Xfinity, Channels 17 and 1091, October 2024

"Hot Legal Topics that Can Ruin an HR Manager's Day," Tennessee Society for Human Resource Management Conference, August 2024

"Social Media—Is it HR's Friend or Foe," Tennessee Society for Human Resource Management Conference, August 2024

"New Federal Overtime Rule is Here! How Employers Can Prepare Now," Memphis Restaurant Association, June 2024

Major Publications

Author, "Time Unleashed: Inside the Department of Labor's New Overtime Pay Rule," *Memphis Lawyer Magazine*, November 2024

Featured Articles

[Evolving Pressures on the Automotive Workforce: Key Trends and Employer Strategies](#)

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