Amy S. Wilson

Partner

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Industries

Energy

Finance

Industrials

Manufacturing

Supply Chain

Practice Areas

Labor & Employment

Health Care

Japan Desk

Trade Secrets & Covenants Not to Compete

Wage & Hour

Bar Memberships

Indiana

Amy concentrates her practice in employment litigation and employer counseling for companies across all industries. She is also Chair of FBT Gibbons' Partner Compensation Committee.

She has represented employers in single plaintiff and class and collective action litigation matters under Title VII, the ADEA, the ADA, the FMLA, the FLSA, covenants not to compete, wage claims, and various other federal and state employment laws.

In addition, Amy counsels employers on all aspects of the employer-employee relationship. She works with employers to:

- Advise on reasonable accommodations
- Conduct internal investigations
- Resolve discipline and discharge issues
- Draft workplace policies and handbooks
- Draft employment contracts and restrictive covenants
- Create and conduct training programs
- Advise on and implement reductions in force
- Plan for and conduct full-scale HR audits

Amy is also a frequent speaker on employment law and human resources topics for a variety of business and professional organizations. She is also the Editor and an author of two editions of "The Practitioner's Guide to Defense of EPL Claims," published by the American Bar Association. Amy has also authored chapters in "Sexual Harassment and Retaliation: A Practical Handbook for Plaintiff and Defense" and "A Practitioner's Guide to Class Actions," both published by the American Bar Association.

When not practicing law, Amy enjoys cooking, traveling with her family, and cheering for her kids on the soccer field.

Other Info About Amy

Experience

Granted directed verdict at trial for manufacturing company in age discrimination case

Defeated conditional certification for home services company in FLSA collective action

Granted summary judgment for home services company in FLSA overtime and retaliation lawsuit

Granted summary judgment for professional services company on intentional and negligent infliction of emotional distress and invasion of privacy claims

Granted summary judgment for financial services company on claims under the ADEA, ADA, and Rehabilitation Act

Granted summary judgment for consumable goods company on claims under the ADA

Granted summary judgment for financial services company on claims under Title VII, 42 U.S.C. §1981, and the FMLA

Granted summary judgment for manufacturing company on national origin discrimination claim under Title VII

Granted summary judgment for financial services company on gender, race, national origin, harassment and retaliation claims under Title VII

Granted summary judgment for manufacturing company on wrongful discharge claim

Granted summary judgment for school corporation on First Amendment and retaliation claims

Granted summary judgment for school corporation on sexual harassment and discrimination claims under Title VII

Routinely reach favorable settlements for clients in single plaintiff and collective/class litigation and with the Equal Employment Opportunity Commission

Education

Indiana University School of Law, J.D., 2003, *summa cum laude*

Hanover College, B.A., 2000, *cum laude*

Recognition

The Best Lawyers in America®, Employment – Management 2024-2027

Selected for inclusion in *Indiana Super Lawyers Rising Stars®*

Legal 500 US City Elite – Indianapolis, Labor & Employment, 2026

Junior Achievement, Indy's Best and Brightest Finalist 2016

ABA TIPS Leadership Academy, 2010-2011

Professional Affiliations

ABA TIPS, Scope and Labor & Employment Committees

Indianapolis Bar Association

Indiana State Bar Association

American Bar Association

Society for Human Resource Management

Civic Activities

Boys & Girls Club of Indianapolis, Board Member and Human Resources Committee Chair

St. Luke's United Methodist Church, Member

Firm Committees

Compensation Committee, Member

Partner Personnel Committee, former Member

Finance Committee, former Member

Women's Initiative Committee, former Member

Presentations

"Gender Issues in the Workplace in 2021," Presenter, Indiana Chamber Human Resources Conference, 2021

"Keys to Workplace Accommodation Success," Presenter, Indianapolis EEOC Technical Assistance Program, 2021

"A Conversation with an EEOC Trial Attorney on Reasonable Accommodations under the ADA," Presenter, FBT Webinar, 2020

"A Conversation with an EEOC Trial Attorney," Presenter, Indiana Chamber Human Resources Conference, 2020

"Employment Law Bootcamp," Presenter, South Central Indiana Human Resources Association, 2020

"FMLA & ADA Bootcamp," Presenter, Ivy Tech Community College, 2020

"Ten Things Every Supervisor Should Know," Presenter, FBT Webinar, 2019

"Best Practices for Conducting an Employment Practices Audit," Presenter, Association of Corporate Counsel of Indiana, 2019

"Best Practices for Conducting an HR Audit," Presenter, Indiana Chamber Advanced HR Management Seminar, 2019

"High Performance Basics," Presenter, National Association of Women Law Enforcement Executives, 2019

"Legal issues in Recruiting and Hiring," Presenter, Hoosier Owners & Providers for the Elderly, 2019

"Sexual Harassment in the #MeToo Era," Presenter, FBT Webinar, 2018

"LGBT Discrimination in the Workplace," Presenter, National Recreation and Park Association, 2018

"Conducting an HR Audit and Using Technology for Compliance," Presenter, HR Indiana Annual Conference, 2018; Indiana Chamber Human Resources Conference, 2018; Wabash Valley HR Association, 2018

"Employee Separation – Best Practices," Presenter, Indiana Chamber Annual Human Resources Conference, 2018

"50 Shades of Getting Even: How to Prevent Employee Retaliation Complaints," Presenter, HR Indiana Annual Conference, 2017

"A Panel Discussion on Reasonable Accommodations under the ADA," Presenter and Moderator, Indiana Chamber Annual Human Resources Conference, 2017

"What Would Your Favorite Employment Lawyer Recommend You Do," Presenter, IndySHRM, 2017

"Best Practices in Preparing for and Defending Unemployment Claims," "Navigating the Murky Waters of the Fair Labor Standards Act," Presenter, Best-One Tire Fall Seminar, 2017

"Avoiding Claims of Sexual Orientation or Transgender Discrimination," Presenter, HR Indiana Annual Conference, 2016

"How to Tackle the Latest Office Scandal," Presenter, HR Indiana Annual Conference, 2016; Wabash Valley HR Association, 2016

"Employee Handbooks: Ten Potential Pitfalls," Presenter, North Alabama Society for Human Resource Management, 2016

"Employment Law Boot Camp," Presenter, Human Resource Professional Development Association, 2016

"Employment Law Boot Camp," Presenter, Indiana Annual SHRM Conference, August 2015

"HR Boot Camp," Presenter, Greater Indianapolis Chamber of Commerce, April 2015

Major Publications

"A Practitioner's Guide to Class Actions," Author, American Bar Association, 2021

"Sexual Harassment and Retaliation: A Practical Handbook for Plaintiff and Defense," Author, American Bar Association, 2019

"The Practitioner's Guide to Defense of EPL Claims," Editor and Author, Fourth Edition, American Bar Association, 2018

Featured Articles

Indiana Enacts Bill Restricting Employer Vaccine Mandates

Recent Changes to Indiana's Unemployment Insurance Program

Indiana General Assembly Passes COVID-19 Immunity Protections

DOL implements new rule interpreting and limiting joint employer status

DOL Announces Final Overtime Rule

With CBD Legal, is THC in the Workplace A-OK?

New Proposed Overtime Rule Announced

DOL's Overtime Rule Struck Down

Overtime Regulations Struck Down: The Department of Labor is forbidden from enforcing new salary threshold

New Overtime Rules Released Today

U.S. Supreme Court Permits Use of Representative Statistical Evidence to Support Class Certification in FLSA Unpaid Overtime Case

Final Department of Labor Overtime Exemption Rule Will Be Published Soon

Department of Labor Issues Broad "Joint Employment" Guidance

Department of Labor FLSA Guidance Says Most Workers Are Employees

Changes to Indiana's Wage Statutes Welcomed by Employers

FMLA Leave Coverage Extends to All Same-Sex Spouses

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