



Heather L. Wilson

Partner

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Industries

Manufacturing

Mobility

Practice Areas

Labor & Employment

Employment

Discrimination & Wrongful

Termination

Trade Secrets &

Covenants Not to

Compete

Bar Memberships

Indiana

Heather focuses her practice on providing timely, practical and strategic advice to businesses on all aspects of employment matters to identify and mitigate legal risks. This includes issues relating to hiring, discipline, termination, wage and hour, accommodations, leaves, reductions in force, (WARN issues) and workplace harassment, discrimination and retaliation. She also prepares and updates employee manuals, policies and procedures to make sure employer are staying up to date on the ever changing federal and state labor and employment laws. Heather is also routinely hired to handle sensitive internal investigations involving high-level executives.

In addition to her advice and counsel practice, Heather represents employers in both federal and state court involving claims under Title VII, the Age Discrimination in Employment Act (ADEA), The Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), covenants not to compete and wage claims. She represents employers in proceedings before the Equal Employment Opportunity Commission and the Indiana Civil Rights Commission. She also counsels employers on litigation avoidance.

Additionally, Heather provides training programs for clients & human resources professionals including the following topics:

- Navigating the Legal Issues Employers Face With Social Networking
- Demystifying Covenants Not to Compete
- Recruiting/Hiring for the Discriminating Employer

- Maintaining a Harassment Free Workplace
- Investigating Employee Conduct
- Harassment and Discrimination in the Classroom
- Practical Tips to Reduce Risks in Interviewing, Firing and Handling Workplace Issues
- The Essentials of Recruiting and Hiring
- Preventing Harassment in the Workplace
- Investigating and Documenting the Worker's Compensation Injury
- The Family and Medical Leave Act
- Investigating Employee Misconduct and Disciplining and Discharging an Employee
- Common and Costly Mistakes Employers Make in Paying Their Workforce
- Retaliation: A New Frontier
- Diversity: Understanding and Appreciating our Differences
- Practical Tips for Conducting Performance Reviews and Coaching

Heather also is on the FBT Gibbons' Board of Directors and served for six years as Partner-in-Charge of FBT Gibbons' Indianapolis office from 2015 -2021.

Other Info About Heather

Experience

Eastman v. Reid Hospital & Health Care Resources, Inc. – summary judgement granted on ADA and Title VII claims.

Abdullah Ennin v. CNH Industrial – summary judgment granted on claims under Title VII, the Americans with Disabilities Act, FMLA and miscellaneous state law claims. Affirmed by the Seventh Circuit Court of Appeals.

Anthony Bridges v. SVC Manufacturing, Inc. –summary judgment granted on claim under the Americans with Disabilities Act.

Howard D. Harris v. SVC Manufacturing, Inc. et al.—summary judgment granted on race claims under Title VII.

Timothy Runyon v. Applied Extrusion Technologies, Inc.—obtained judgment as a matter of law on claim under the Age Discrimination in Employment Act. Affirmed by the Seventh Circuit Court of Appeals.

Krysten Overly v. KeyBank et al.—summary judgment granted on gender, harassment and retaliation claims under Title VII. Affirmed by Seventh Circuit Court of Appeals.

Brunker v. Schwan's Home Service, Inc.—summary judgment granted on claim under the Americans with Disabilities Act.

Jacques Jeanlouis v. Product Action International, LLC—summary judgment granted on national origin discrimination.

Michael Childers v. Product Action International, Inc.—summary judgment granted on wrongful discharge claim. Affirmed by the Sixth Circuit Court of Appeals.

Deborah Mayer v. Monroe County Community School Corp, et al.—summary judgment granted on First Amendment claim and retaliation. Affirmed by the Seventh Circuit Court of Appeals.

John Gause v. Tobias Insurance Group, Inc.—action for declaratory judgment, preliminary injunction and tortious interference involving a non-solicitation clause.

Brown v. Danville Community School Corp.—summary judgment granted on sexual harassment, discrimination claims.

Education

Indiana University Maurer School of Law, J.D., 1997

Indiana University, Bloomington, B.A., 1990

Recognition

The Best Lawyers in America®, Employment – Management, 2020–2027

Chambers USA, Labor & Employment, 2013–2026

Selected for inclusion in *Indiana Super Lawyers*®, 2014–2026

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

Selected for inclusion in *Indiana Rising Stars*®, 2009

Top 25 Women Attorneys in Indiana, 2016, 2017, 2019–2022

Indianapolis Bar Foundation, Distinguished Life Fellow, 2021

Indianapolis Bar Foundation, Distinguished Fellow, 2009

IBJ Women of Influence, 2019

Professional Affiliations

Board of Visitors, Indiana University Maurer School of Law, 2019–present

Indiana Chamber of Commerce, Board Member, 2014–2023

Indiana Chamber of Commerce, Civil Justice Committee, Chair, 2009–2022

Defense Trial Counsel of Indiana, Indiana Employment Section, former Chair

Indianapolis Bar Association, Labor and Employment Committee, former Chair

Seventh Circuit Bar Association

Federal Bar Association

Civic Activities

Greater Indianapolis Progress Committee, Chairperson, 2022–present

Greater Indianapolis Progress Committee, Board Member, 2016–2022

Greater Indianapolis Progress Committee, Executive Committee, 2017–present

Indiana University Maurer School of Law, Board of Visitors Member

Indiana Chamber, Board of Directors, former Chair, 2014–2023

Indiana Chamber, Civil Justice Committee Chair

Indiana Repertory Theater, former Board Member

Indiana Repertory Theater, former Strategic Planning, Radio Show
and Finance Committees

2019 American Cancer Society, ResearchHERS Ambassadors

2016 W.I.S.H. Women for Make-a-Wish

Firm Committees

Board of Directors Member

Nominating Committee Member and 2024 Chair

Lateral Partner Recruiting Committee, former Member

Advancement Committee, former Member

Executive Committee, former Member

Presentations

*Youth Employment & Work-Based Learning Compliance: What
Employers Need to Know about HEA 1098*, Institute for Workforce
Excellence, Indiana Chamber of Commerce, July 2026

Featured Articles

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

[Indiana's FAIRNESS Act: What Employers Need to Know Before July 1](#)

[Indiana Enacts Bill Restricting Employer Vaccine Mandates](#)

[Changes to Indiana's Wage Statutes Welcomed by Employers](#)

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