



Charles K. Grant

Shareholder

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Charles K. Grant is a veteran litigator who has tried more than 50 jury trials to verdict in both federal and state courts, and represented numerous clients in mediation and arbitration proceedings across more than a dozen states.

Mr. Grant represents clients in complex employment litigation, including collective actions under the Fair Labor Standards Act, business litigation, whistleblower actions under federal and state law, as well as matters under 42 U.S.C. § 1983. He is a shareholder in the Firm's Nashville office and a former member of the Firm's Board of Directors. Mr. Grant's clients also include licensed professionals, such as lawyers, physicians and dentists, whom he has represented before licensing boards.

Mr. Grant was profiled in the February 2014 online publication *Diversity, Inc.*, and in the Spring 2011 issue of the Firm's *Diversity Matters* newsletter.

Representative Trials

- Successfully defended Fortune 10 company in state court jury trial against claims brought under the Age Discrimination in Employment Act and the Tennessee Human Rights Act, and against claims alleging negligent infliction of emotional distress and intentional infliction of emotional distress. Plaintiffs sought damages of \$60 million.
- Obtained defense verdict in state court jury trial on claim of retaliatory discharge for asserting workers' compensation claim.
- Served as co-trial counsel representing landowner in \$30 million jury verdict in eminent domain case. Successfully defended verdict in Tennessee Court of Appeals.
- Obtained defense verdict in federal court jury trial on claims of discrimination, failure to engage in interactive process, and retaliation under the Americans with Disabilities Act.
- After FMLA claims were dismissed on summary judgment, obtained a defense jury verdict in federal court on behalf of a national, publicly traded funeral services company against claims of discrimination and retaliation under the Americans with Disabilities Act brought by a former employee.
- Represented a major automobile manufacturer in a racial discrimination and retaliation lawsuit under 42 U.S.C. § 1981. Achieved a complete defense verdict following trial.

Representative Matters

- Defended prisoner transportation company in numerous § 1983 actions in more than a dozen states.
- Favorable resolution in defense of publicly traded insurer in collective action under federal Fair Labor Standards Act over allegations it misclassified its insurance appraisers in twelve states.
- Obtained a favorable resolution in defense of a publicly traded national restaurant chain in collective action under the FLSA with a putative class of more than 550 members.
- Obtained dismissals and summary judgments victory in state court case filed against institution of higher learning by dental students alleging claims of implied breach of contract, negligent misrepresentation and other claims. Plaintiffs sought damages of more than \$25 million.
- Obtained summary judgment in federal district court on behalf of public employer in case alleging termination of employment was retaliation in violation of First Amendment rights.

- Obtained summary judgment victory in federal district court on behalf of manufacturer over allegations of race discrimination under Title VII of the Civil Rights Act of 1964 and the Tennessee Human Rights Act. Judgment was affirmed by the U.S. Court of Appeals for the Sixth Circuit.
- Obtained summary judgment victory in federal district court on behalf of transportation company over allegations of sexual harassment and hostile work environment under Title VII of the Civil Rights Act of 1964.
- Obtained summary judgment victory in federal district court where the client, a stock ownership plan, sought restitution under the Employment Retirement Income Security Act.
- Obtained a summary judgment victory in federal court on behalf of a national restaurant franchisor over allegations of race discrimination under 42 U.S.C. § 1981 (Civil Rights Act of 1866) and for defamation under Florida law.
- Represented a national construction and engineering company in a racial discrimination lawsuit brought by the Equal Employment Opportunity Commission on behalf of 32 employees of a third party contractor regarding allegations on a construction project.



Professional Honors & Activities

- Past President, Legal Aid Society of Middle Tennessee and the Cumberland (2018 – 2020; First Vice President, 2016 – 2018)
- Past President, Nashville Bar Association (2014)
- Adjunct Professor of Law, Pretrial Litigation, Vanderbilt Law School
- Member, Board of Professional Responsibility of the Tennessee Supreme Court
- Board of Trustees, Tennessee Bar Foundation
- Recipient, Baker Donelson Nashville Pro Bono Award (2019)
- Recipient, Trailblazer Award, Napier-Looby Bar Association (2017)
- Recipient, 2017 Barry Ford Diversity Award
- Recipient, the Bruce Kramer Cooperating Attorney Award, American Civil Liberties Union of Tennessee (2015)
- Recipient, A.A. Birch Outstanding Public Service Award, Napier-Looby Bar Foundation (2013)
- Member, Tennessee Supreme Court, Disciplinary Hearing Committee, District V (2012 – 2018)
- Member, Magistrate Judge Selection Panel for the United States District Court for the Middle District of Tennessee (2016)
- Member, Advisory Commission on the Rules of Practice and Procedure of the Tennessee Supreme Court (2008 – 2016)
- Member, Tennessee Bar Association, Labor and Employment Section; Leadership Law Inaugural Class Member
- Former Chair, Tennessee Bar Association Diversity Summit Committee
- Former Co-Chair, Nashville Bar Association, Employment Law and Civil Rights Committee; Former Chair, Judicial Incumbent and Candidate Evaluation Committee
- Past Trustee, Nashville Bar Foundation
- Fellow, Nashville Bar Foundation
- Fellow, Tennessee Bar Association
- Past President and Former Member of Board of Directors, Napier-Looby Bar Association
- Master, Harry Phillips American Inns of Court
- Listed in *The Best Lawyers In America*[®] for Employment Law - Litigation and Employment Law - Management (2014 – 2025); Commercial Litigation (2019 – 2025)
- Listed in *Mid-South Super Lawyers* since 2006 (Employment Litigation Defense)
- Listed in "The Best of the Bar," *Nashville Business Journal* (2008, 2013 – 2016, 2018, 2021, 2023, 2024)
- Recipient, Baker Donelson CEO Circle Award for Public Service (2014)
- Recipient, Tennessee Bar Association Harris Gilbert Pro Bono Award (2009)

- Recipient, Tennessee Bar Association President's Award for Work on Diversity Summit (2006)
- Recipient, Baker Donelson Firm-wide Pro Bono Attorney of the Year (2008)
- Recipient, Nashville Pro Bono Program Volunteer of the Year Award (2004)
- Past Chair, Board of Directors, Nashville Business Incubation Center
- Past Chair, Board of Directors, Project Reflect, Inc. (sponsor of Smithson Craighead Academy Committee – Nashville's First Charter School)
- Past Member, Board of Directors, Andrew Jackson Foundation (formerly the Ladies Hermitage Association Board for the home of Andrew Jackson)
- Member, Board of Directors, YWCA of Nashville and Middle Tennessee



Publications

- "Fighting the Good Fight (and Loving It): Highlights from the Distinguished Trial Career of Charles K. Grant," *Trial Spotlight Newsletter* (April 2021)
- "Hard Lessons Learned from a Multi-State Medical License Holder," Tennessee Medical Association's *Tennessee Medicine* (Quarter 1, 2019)
- Featured – "Panel: Keep money out of judicial elections," *The Tennessean* (March 2014)
- Co-author – "The Freedom Rides: Making the Law Apply to All," *Nashville Bar Journal*, Article of the Year Award (September 2011)



Speaking Engagements

- "Sexual Harassment After #MeToo—What Has Changed and Developments to Watch," Tennessee Judicial Virtual Conference (March 2021)
- Co-presenter – "Ethical Duty to Protect Confidential Information in the Digital Age," Nashville School of Law CLE (December 2018)
- Co-presenter – "Mock Trial of Disciplinary Hearing," Tennessee Board of Professional Responsibility 2018 Ethics Workshop (November 2018)
- Co-presenter – "Employment Law: Everything You Need to Know for a Smooth HR Team," Seventh Annual Hospitality and Tourism Law Symposium (July 2018)
- "FMLA Update," Seventh Annual Hospitality and Tourism Law Symposium (July 2018)
- Panelist – "How Courts, Law Schools, Law Firms, and Corporate Counsel Are Addressing Sexual Harassment and Discrimination in the Legal Profession and the Workplace," TLAW Empowerment Conference 2018 (April 2018)
- "The OSHA Drug Testing Rule vs. TN Drug free Workplace Act and Employment Law in the Age of Trump," Duck River SHRM Employment Law Conference, Columbia, Tennessee (August 2017)
- Keynote Presenter – "Employment Law in the Age of Trump – the First 100 Days or So," 2017 Employment Law Seminar sponsored by the Tennessee Human Rights Commission in partnership with the Tennessee Department of Human Resources (June 2017)
- "Balancing Safety and Legality in Regulating Employees' Gun Rights and Drug Use," 2016 Tennessee SHRM State Conference (September 2016)
- Panelist – "Labor & Employment Panel Legal Update," Labor and Employment Symposium, NAAHR Nashville (June 2016)



Webinars

- The Life of an Employment Lawsuit (March 2024)
- Envisioning the New Normal for Employment-Related Litigation in 2021 and Beyond (March 2021)
- When an Honest Belief Isn't Enough: Courts Consider "Honest Belief" Rule in Employment Litigation (May 2020)



Education

- Washington and Lee University School of Law, J.D., 1991
- The Citadel, B.S., 1988



Admissions

- Tennessee
- U.S. District Courts for the Western, Middle and Eastern Districts of Tennessee
- U.S. District Courts for the Middle and Northern Districts of Florida
- U.S. District Court for the District of New Hampshire
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Western District of Louisiana
- U.S. District Court for Vermont
- U.S. District Court for the Middle District of Alabama
- U.S. District Court for the Southern District of Mississippi
- U.S. District Court for the Northern and Southern Districts of West Virginia
- U.S. Court of Appeals for the Sixth and Eleventh Circuits
- U.S. Supreme Court