



Jennifer Cook

Litigation Attorney

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Jennifer Cook is an employment litigation attorney with extensive experience advising clients on a variety of employment issues and litigating civil and administrative employment matters.

Ms. Cook defends a range of employment-related disputes, including discrimination, harassment, retaliation, leave, and wage and hour violations filed with federal, state, and local agencies and courts.

Ms. Cook has experience across a wide variety of human resources issues including discipline, termination, compensation, FMLA and ADA matters, disability accommodation, and policy formation and guidance. She has conducted internal investigations, helped manage employee benefit plans, advised on regulatory requirements, and managed multi-state employment litigation.

Before joining Baker Donelson, Ms. Cook spent 12 years in-house, working first as a senior employment attorney for a Fortune 500 company with more than 80,000 employees in 35 states, and then as senior employment counsel for a Nashville-based health care technology company with more than 4,000 employees located across the country. This experience informs every aspect of Ms. Cook's relationship with her clients. She understands the pressures that both human resources professionals and in-house counsel face, and delivers advice and work product in a straightforward, actionable manner.

Representative Matters

- Successfully defended a hospitality company against claims of sexual harassment and retaliation by a temporary worker. Won a motion for summary judgment on all claims.

Professional Honors & Activities

- Member – Law Association for Women, Marion Griffin Chapter

Publications

- "New Tennessee Laws Governing the Use of Restrooms" (June 2021)

Webinars

- The EEOC: Getting Up to Speed and What's Next in 2024 and Beyond (February 2024)
- Recruiting and Retaining Top Talent in a Post-COVID World: A Virtual Panel Discussion with HR Leaders (March 2023)
- What Your CFO Needs to Know About Jury Verdicts (February 2022)
- Cancel Culture in the Workplace: New Challenges and Risks in Employee Relations (June 2021)

Education

- University of Mississippi School of Law, J.D., 1999, magna cum laude
– *Mississippi Law Journal*
- University of Memphis, M.A., political science, 1996
- University of Memphis, B.A., political science, 1994



Admissions

- Tennessee, 1999