

## **Elarbee Thompson's Public Sector Group**

### **Litigation and Other Court Proceedings**

The Public Sector Group has defended hundreds of government clients and employees throughout Georgia in litigation and other court proceedings involving claims asserted under the federal and state constitution, federal and state statutes, regulations, executive orders, state contract and common law.

Such claims include:

- Equal Protection Claims Based on Alleged Discriminatory or Arbitrary and Capricious Employment Practices
- Unreasonable Search and Seizure Claims Based on Drug and Alcohol Screens or Workplace Investigations
- Due Process Claims Based on Alleged Deprivations of Property Interests in Continued Employment
- Freedom of Speech or Expression Claims Based on Alleged Retaliation or Prior Restraint Policies
- Due Process Claims Based on Alleged Deprivations of Liberty Interests in Reputation / Name-Clearing Hearings
- Constitutional Privacy Claims Based on Disciplinary Action Relating to Off Duty Misconduct and Associations
- Alleged Discrimination, Harassment, and Retaliation under Title VII, ADEA, ADA, EPA, GINA, 42 U.S.C. § 1981, Executive Order 11246, and Georgia Whistleblower Act
- Alleged Failure-to-Accommodate under ADA, Rehabilitation Act, Pregnancy Discrimination Act, and Religion Components of Title VII and First Amendment
- Alleged Violations of Leave Rights under FMLA, USERRA, and Georgia Laws Regarding Military Leave, Jury Duty, and Subpoena Compliance
- Alleged Unlawful or Inadequate Background Checks under FCRA, GCIC, Title VII, and Georgia laws Regarding Negligent Hiring and Retention
- Alleged Overtime, Comp Time, Minimum Wage, and Deduction/Withholding Violations and Employee Misclassifications under FLSA and Georgia Wage Payment Law
- Alleged Defamation, Invasion of Privacy, Intentional Infliction of Emotional Distress, Negligent Hiring and Retention, and Breach of Employment Contract
- Alleged Violations of Rights Relating to Pension and Other Retirement Benefits, Health Insurance, Accrued Sick, Vacation, and Personal Leave, and Other Employee Benefits
- Certiorari and Mandamus Proceedings Alleging Failure to Provide Adequate Pre- and Post-Adverse Action Procedures and Hearings