



GORDON LEWIS

PARTNER

Arizona

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Areas of Practice:

Commercial Law
Educational Institutions Defense
Employment Law
Governmental Liability
Medical Liability & Health Care
Professional Liability

Industries Served:

Construction
Education
Government & Public Entities
Homeowner Associations
Medical Service Providers
Professional Service Providers

Gordon Lewis has more than 25 years of experience representing public and private employers in all manner of employment issues, policies and practices. He defends employers against claims involving wrongful discharge, racial discrimination, sexual discrimination and harassment (including harassment based on sexual orientation), age discrimination, disability discrimination, civil rights violations, Family and Medical Leave Act, Unfair Labor Practice charges, and wage and hour claims.

In addition, Gordon represents public employers in due process termination hearings, and assists public employers in resolving claims relating to privacy rights, free speech, open meetings, public records, and employee due process. He has drafted and reviewed employment agreements, and has created policies for employers regarding sexual harassment, drug testing, medical leave and other employment issues.

Gordon also has extensive experience representing healthcare professionals before licensing boards and regulatory bodies, including professionals before the Arizona Medical Board, Arizona Board of Osteopathic Examiners, Arizona Board of Nursing, Arizona Board of Podiatry, Arizona Board of Behavioral Health Examiners, and other State agencies.

In his free time, Gordon enjoys spending time with his family, basketball, golfing, and solving Sudoku and Kakuro puzzles.

CIVIC & COMMUNITY ASSOCIATIONS

- Girl Scouts Arizona Cactus Pine Council, Board of Directors, 2009-Present; Executive Committee Member, 2013-Present; Secretary 2017-Present
- Morris Institute for Justice, Member, 2015-present; Treasurer, 2017-Present
- Greater Phoenix Black Chamber of Commerce, Board of Directors, 2011-2013
- Community Legal Services, Board of Directors, 1999-2000, 2004-2012; Treasurer, 2005-2006; Vice-President, 2006-2007; President, 2007-2008
- Arizona Town Hall, Board of Directors, 2006-2012; Panel Chair, 2004, 2006-2012, 2017
- Tucson Black Chamber of Commerce, Former Banking/Finance Committee Chair
- Phoenix Art Commission, Former Member; General Operating Support Panelist, 1999
- Actors Theater of Phoenix, Board of Directors, 1996-2000; Fund Development Committee Chair, 1996-1999
- Black Board of Directors Project, Member, 1996; Alumnus, 1997-Present
- Big Brothers/Big Sisters of Tucson, Human Resources Committee Chair; Former Board Member
- Epilepsy Foundation of Arizona, Former Board Member

PROFESSIONAL ASSOCIATIONS & MEMBERSHIPS

- State Bar of Arizona, Labor & Employment Section, Member; CLE Committee Program Chair, 1994-1995, 2000-2001
- Arizona Black Bar Association, Member
- Professional Liability Attorney Network, Member
- Defense Research Institute, Member
- Maricopa County Bar Association, Member
- Sandra Day O'Connor Inn of Court, Member, 1996-2000, 2003-Present
- Claims and Litigation Management (CLM), Member

PROFESSIONAL RECOGNITION & AWARDS

- [Top 20 Most Influential Minority Business Leaders in Arizona](#), Az Business Magazine, 2020
- Top 100 Lawyers in Arizona, Az Business Magazine, 2018
- *Best Lawyers in America*®, "Lawyer of the Year" for Education Law – Phoenix, 2015, 2017, 2020 and 2024
- *Best Lawyers in America*®, Education Law, Employment Law – Management, Litigation – Labor and Employment, 2007-2025
- *Phoenix Magazine Top Lawyers*, Labor & Employment, 2022
- Girl Scouts Arizona Cactus-Pine Council, Thanks Badge, 2017
- Black Board of Directors Project, Outstanding Alumnus, 1999
- AV® Preeminent™ Rated on Martindale Hubbell

PRESENTATIONS & PUBLICATIONS

- ["OSHA Issues Vaccine Mandate for Large Employers,"](#) JSH Law Alert, Co-Author, November 2021
- ["Where Are We Now?: Employment Law in the Midst or Aftermath of the COVID-19 Pandemic,"](#) PRIMA Institute, October 2021
- ["Current and Emerging Issues in School Employment Law,"](#) ASBA 45th Annual Law Conference, September 2021
- "Workplace Discrimination, Harassment and Bullying: A New Legal Landscape," Phoenix Union High School District, July 2021
- "Same as the Old Boss: Employer Policies and Practices after Marijuana Legalization in Arizona," Arizona Counties Insurance Pool (ACIP) Webinar, March 2021
- "Human Resources and Employment Issues," Co-Presenter, Arizona Counties Insurance Pool (ACIP) Webinar, September 2020
- ["New Developments in Title IX,"](#) Co-Presenter, Arizona Schools Risk Retention Trust Webinar, August 2020
- ["Employment Law Ramifications in the Age of COVID-19,"](#) Co-Presenter, AZ Public Risk Management Association (PRIMA) Webinar Series, August 2020
- ["U.S. Supreme Court Holds That Title VII of the Civil Rights Act Prohibits Employment Discrimination on the Basis of Homosexuality and Transgender Status,"](#) Law Alert, June 2020
- ["Guide for Arizona Employers: Employee Leave Requirements Under FFCRA,"](#) Law Alert, April 2020
- "Transgender Students: The Changing Legal Landscape," Co-Presenter, ASRRT Community College Risk Management Summit, November 2017
- ["Attorney Explains the Legal Definition of Sexual Harassment,"](#) Interviewee, Arizona Horizon, November 2017
- "Keeping Up with Appearances: Trends in Appearance-Based Discrimination," Co-Presenter, 12th Annual Public Practice Legal Seminar/HR Summit, May 2017
- "Transgender Students: Legal Development and Best Practices," Co-Presenter, 3rd Annual Trust Community College Risk Management Summit, November 2016
- "Transgender Students and Transgender Employees: Legal Development and Best Practices," Presenter, Phoenix Union High School District's Administrators' Academy, July 2016
- "Pregnancy Discrimination and Religious Discrimination: The New Landscape," Co-Presenter, Arizona Counties Insurance Pool 19th Annual Public Practice Legal Seminar, May 2016
- "Pregnancy Discrimination and Religious Discrimination: The New Landscape," Co-Presenter, Arizona Paralegal Association (APA) Annual Legal Seminar, May 2016
- "Pregnancy Discrimination and Religious Discrimination: The New Landscape," Co-Presenter, Current Issues in Governmental Liability Seminar, November 2015
- "Government Employees and The Freedom to Tweet, Post, Like and Share," Co-Presenter, Arizona Counties Insurance Pool's Eighteenth Annual Public Practice Legal Seminar, May 2015
- "Emerging Trends: An Overview Of New Case Law And Developments," Presenter, JSH Annual Seminar: It's All Fun and Games Until Someone Gets Hurt, November 2014
- "Government Employees and The Freedom To Tweet, Post, Like, And Share?," Presenter, JSH Annual Seminar: Current Issues in Governmental Liability, November 2014
- "Medical Marijuana in Arizona," Presenter, Arizona Counties Insurance Pool HR Summit, June 2014
- "Drug Testing and the Medical Marijuana Act: Public Employer Responsibilities," Presenter, Arizona Counties Insurance Pool, Public Practice Legal Seminar, May 2014
- "Social Media and the First Amendment," Presenter, ASPAA, January 2014
- "Rapid Fire Drill: AZ Case Law Updates," Presenter, JSH Seminar, October 2013
- "Employment Issues That Should Keep You Up At Night" JSH Webinar, May 2013
- "EPLI Headline Grabbing Exposures: Wage and Hour/Workplace Bullying," Presenter, EPLI Southwest Chapter Workshop, May 2013
- "Medical Marijuana: Employment Considerations for Public Employers," Presenter, Arizona School Personnel Administrators Association, November 2012
- "Responding to Medical Marijuana in the Workplace," Co-Presenter, JSH Current Issues in Government Liability Seminar, November 2012
- "Analyzing the Changing Winds in Employment Law: Workplace Bullying, Retaliation Expansion, and More," Co-Presenter, JSH Current Issues in Government Liability Seminar, November 2012

- “Documenting Employee Performance,” Presenter, City of Flagstaff, January 2012
- “Preventing Workplace Harassment,” Presenter, City of Flagstaff, August 2010
- “Preventing Workplace Harassment,” Presenter, Total Transit, July 2009
- “Avoiding Workplace Harassment Claims,” Presenter, McCandless of Arizona, February 2009
- “So You Have Been Sued?: Email, Public Records and Litigation Holds in a K-12 Environment,” Presenter, AZ School Boards Association’s Annual School Law Conference, September 2008
- “Staying Relevant: Civil Rights in 2008, Learning from the Past, Addressing Today’s Concerns, Staying Prepared for Future Challenges,” Presenter, Arizona State Bar Convention, 2008
- “Establishing Policies to Minimize Workplace Violence,” Presenter, AZ PRIMA Chapter Meeting, 2003
- “Employees and Deposition Pitfalls,” Presenter, PRIMA Western Regional Conference, 2002
- “Responding to BOMEX Complaints,” Presenter, Pima County Medical Society, 2001
- “New Developments in the ADA and FMLA,” Presenter, Society of Human Resources Managers Law Conference, 2001
- “A New Legal Landscape for Employee Handbooks?” Presenter, Jennings, Strouss & Salmon Client Symposium, 1999
- “Constructive Discharge: Arizona’s New Legislation,” Presenter, Jennings, Strouss & Salmon Client Symposium, 1997
- “Sexual Harassment,” Presenter, Paradise Valley School District; Alhambra School District; Isaac School District; 1997
- “Employment Torts,” Presenter, Arizona Association of Defense Counsel, 1996
- “Arizona Employment Law,” Presenter, Valley Educational Institute, 1996
- “Stress and Mental Disorder: New Responsibilities for Employers Under the ADA,” Presenter, Council on Education in Management’s 11th Annual Personnel Law Update, 1996
- “Avoiding Claims of Sexual Harassment,” Presenter, Arizona Association of Homes for the Aging Annual Convention; Phoenix Elementary School District, 1995
- “Employers Must Proceed Carefully in Employment Actions Involving Disabilities,” Co-Author, ANAgrams (publication of the Arizona Newspapers Association), 1994

EDUCATION

University of Arizona, James E. Rogers College of Law, J.D., *summa cum laude*, 1993

Pomona College, B.A., Economics, 1987

BAR ADMISSIONS

Arizona

Nevada (Inactive)

U.S. District Court, District of Arizona

U.S. Court of Appeals, Ninth Circuit