

Kelly Lyon Davis

Partner / Naples Office Managing Partner

Kelly Lyon Davis' practice focuses on all areas of labor and employment law, with an emphasis on employment-related litigation and counseling of employee-related matters. Kelly assists management by:

- Advising employers through the myriad issues raised during the COVID-19 pandemic, including:
 - Forced closure impacts on pay, schedule changes, hours reductions, medical and family leave, and ADA accommodations
 - Managing changing workforces for remote work policies and procedures
 - Guiding employers through reductions in force, layoffs, and furloughs
 - Employee safety considerations in the workplace
 - Employment and policy considerations related to receipt of emergency federal aid
- Investigating and defending discrimination and harassment charges and lawsuits
- Pursuing and defending injunction actions for enforcement of non-competition, non-solicitation, and non-disclosure covenants
- Advising and counseling employers on a variety of matters related to contractual, statutory, and common-law protections from unfair competition
- Litigating wage and hour collective actions
- Defending lawsuits brought under Title III of the Americans with Disabilities Act, both related to barriers to access in physical places of public accommodation and website accessibility
- Advising on and implementing appropriate strategies and policies for workplace compliance matters
- Providing workplace training for employees and supervisors on a variety of topics including sexual harassment, anti-bullying, respect and professionalism in the workplace, good documentation practices, discipline, and FLSA compliance
- Advising employers as they establish new employment and independent contractor relationships, including drafting restrictive covenants

Kelly regularly appears in federal and state courts, and handles administrative matters before state and federal agencies, representing employers of all sizes across a wide variety of industries. Additionally, she has experience in general commercial litigation, intellectual property



kelly.davis@quarles.com

Naples Office

Tel: (239) 659-5066

Fax: (239) 213-5433

litigation, adoption law, and probate litigation.

Legal Services

- Labor & Employment
- Banking & Financial Institutions
 - Labor & Employment for Financial Institutions
- Financial Institutions Litigation

Education and Honors

- University of Florida Levin College of Law (J.D., *magna cum laude*, 2006)
 - Managing Editor of the Florida Law Review
 - Order of the Coif
 - Florida Blue Key
- The Pennsylvania State University (B.A., *highest distinction*, 2000)
 - Phi Beta Kappa
 - United States Racquetball Association All-American Athlete for 1999–2000
 - Majors: Journalism and American Studies (both with Highest Distinction and with Honors in Communications)

Bar Admissions

- Florida

Court Admissions

- U.S. District Court, Northern District of Florida, 2019
- U.S. Court of Appeals, 11th Circuit, 2012
- U.S. District Court, Southern District of Florida, 2007
- U.S. District Court, Middle District of Florida, 2006

Professional and Civic Activities

- Collier County Women’s Bar Association – President (2015–2016); Vice President (2014-2015); Secretary (2013-2014); Board Member (2012-2018)
- St. Matthew’s House, Inc. (Past Member, Board of Trustees)
- American Bar Association (Member of Labor & Employment Law and Litigation Sections)
- The Florida Bar (Member of Labor & Employment Section)
- Thomas S. Biggs American Inns of Court (Past Member and Team Leader)
- Collier County Bar Association
- Quarles & Brady Women’s Forum Naples Office Chair (2014-present)

- Quarles Cares (Past Chairperson – organizing community volunteer events for the firm in the greater Naples area)
- University of Florida Law Alumni Council (Member, 2007–2012)

Professional Recognition

- Leader in the Law by the Florida Association for Women Lawyers (FAWL, 2019)
- Selected to *Naples Illustrated's* "Top Lawyers" (2019, 2020: Labor & Employment Law)
- *Martindale-Hubbell*® AV Peer Review Rated
- Selected for inclusion in Business Observer's 2015 "40 Under 40"
- Selected as a "40–Under–40" recipient by Gulfshore Business magazine (2014)
- Selected for inclusion in Florida Super Lawyers® - Rising Stars: 2009–2011 Editions (Business Litigation), 2012–2018 Editions (Employment Litigation: Defense)
- Special Recognition Award, Legal Aid Service of Collier County, for work with the Foreclosure Task Force, 2009
- Recognized by the Legal Aid Society of Collier County for significant pro bono contributions, in awarding Quarles & Brady with Law Firm of the Year for 2009