

# Nicole Simmons

## Associate

Nicole is a member of the Labor & Employment Group who represents employers of all sizes across a wide range of industries. Nicole also advises various tribal governments, Boards of Commissioners, authorities, and business committees to resolve employment matters. She drafts, prepares and negotiates employment contracts for high level officers and board members, creates internal policies and procedures for various tribal commissions and entities, and conducts internal employment investigations.

With an emphasis on litigation, Nicole's trial experience extends to jurisdictions across the country in state and federal courts, including appellate courts. She is experienced in discovery, drafting pleadings and motions, taking and defending fact, party and expert depositions, investigations and compliance audits. A sharp negotiator and keen litigation strategist, Nicole seeks to achieve optimal outcomes for her clients, pursuing settlement or trial proceedings as appropriate.

Whether guiding clients in employment issues arising from Title VII of the Civil Rights Act, the American with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Family Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA), unpaid wages and wrongful discharge, or administrative matters before the Equal Employment Opportunity Commission (EEOC) and Department of Labor (DOL), Nicole is not only responsive to current needs but proactive in advising clients in employment matters and compliance issues.

## Legal Services

- [Labor & Employment](#)
- [Real Estate](#)
  - [Indian Law and Policy](#)

## Education and Honors

- Sandra Day O'Connor College of Law (J.D., 2011)
- Arizona State University (B.S., 2002)

## Bar Admissions

- Arizona

## Court Admissions


- U.S. Court of Appeals, 9th Circuit, 2017
- U.S. District Court, District of Arizona, 2012



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## Phoenix Office

Tel: (602) 229-5323

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- Arizona State Courts

### **Professional and Civic Activities**

- Thurgood Marshall Inn of Court
- AWLA Member and Judicial Appointments Committee member and former Committee Chair
- Ladder Down Leadership Institute - 2016 Graduate