
Emily E. Tichenor is an Associate in the Labor and Employment Practice of Smith, Gambrell & Russell, LLP.

Ms. Tichenor's practice concentrates in the areas of labor and employment litigation and employment counseling.

Ms. Tichenor has successfully represented organizations of all sizes before state and federal courts and administrative agencies. For example, Ms. Tichenor has assisted employers in obtaining favorable decisions before the Equal Employment Opportunity Commission and the Occupational Safety and Health Administration. Ms. Tichenor has also provided guidance to employers to resolve disputes and avoid litigation.

Ms. Tichenor began her legal career as a law clerk for the Honorable James A. Edwards at the Fifth District Court of Appeal in Daytona Beach, Florida. Prior to joining SGR, Ms. Tichenor worked at a boutique labor and employment firm in Colorado where she assisted organizations with employment issues by representing them before courts and administrative agencies, drafting policies and providing guidance on their implementation, and conducting workplace investigations. Ms. Tichenor also advised organizations on a variety of other matters such as compliance with the Health Insurance Portability and Accountability Act.

Ms. Tichenor earned her undergraduate degree, summa cum laude, from Baylor University in Language & Linguistics. While at Baylor, Ms. Tichenor was a member of Student Foundation and was inducted into Phi Beta Kappa. Ms. Tichenor then earned her Juris Doctorate, magna cum laude, at Washington and Lee University in 2016. During law school, she served as a staff writer and Managing Online Editor of *Washington and Lee Law Review*. She was also president of the Public Interest Law Student Association, was inducted into the Order of the Coif, and received the National Association of Women Lawyers award given to an outstanding woman law student.



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Areas of Practice

Labor and Employment

Bar Admissions

Florida

Colorado

North Dakota

Northern District of Florida

Middle District of Florida

Southern District of Florida

District of Colorado

U.S. Court of Appeals, Seventh Circuit