

F. Colin Durham

SENIOR ATTORNEY

Colin Durham has been practicing law for more than 25 years and handles every aspect of employment litigation including cases involving non-competes and non-solicitation agreements, as well as harassment and discrimination claims. He regularly represents management in employment law disputes with departing CEOs, directors and other key company employees. Colin also represents employers in OSHA inspections and citations, and has particular depth of knowledge in the construction industry.

Colin has tried numerous jury and bench trials on behalf of his clients, representing business and corporate clients in against claims of race, sex, age, religion, accommodation/discrimination, national origin, and disability discrimination, retaliation, Wage & Hour claims, workers' compensation retaliation claims, sex harassment, contract claims and various employment related torts. He has also handled appeals before the Texas Supreme Court and several of the Texas District Courts of Appeal.

Helping clients avoid litigation whenever possible, Colin regularly counsels and advises human resource professionals and in-house counsel in all aspects of employment law, including discipline and discharge, leave and accommodation administration, handbook and policy review, contract negotiation and drafting, and the handling of administrative matters such as EEOC and TWC charges and claims before state and administrative agencies.

A native of Austin, Texas, Colin received his law degree from the University of Richmond and his bachelor's degree from Hampden Sydney College.

Practice Focus

Employment, OSHA Defense, Litigation, Construction

Admissions

- State Bar of Texas, 1994

U.S. District Court Northern District of Texas

Associations

- State Bar of Texas, Construction Section
- Dallas Bar Association, Labor and Employment Section



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LAW SCHOOL

The T.C. Williams School of Law
J.D., 1994

UNDERGRADUATE

Hampden - Sydney College
B.A., 1989

Publications

- Court Upholds T-Mobile's Positive Workplace Environment Rules, September 07, 2017
- Title VII Gender Identity Claim Goes Forward, March 01, 2017
- Unions May Sue Their Directors for Breach of Fiduciary Duty, August 25, 2016
- Insurance Fraud Investigators Entitled to Overtime Pay Under FLSA, February 03, 2016
- Worker Need Not Disclose FMLA Leave Return Date, September 24, 2014