



David J. Canupp

Bar admissions: Alabama, 2006

Practice Areas

- Employment and labor law
- Discrimination law
- Civil rights
- General civil litigation

Profile

Mr. Canupp's practice is focused primarily on employment law, governmental liability, and the defense of civil rights claims. He has significant experience with the federal civil rights acts (including Title VII of the Civil Rights Act of 1964), the Americans with Disabilities Act (ADA), and the Family and Medical Leave Act (FMLA), but also handles the defense of personal injury lawsuits and many other types of litigation. He has successfully litigated cases in state court and federal district court, and has argued and prevailed before the Eleventh Circuit Court of Appeals as well.

In addition to defending lawsuits, Mr. Canupp provides guidance to employers in drafting employment policies and handbooks, dealing with internal employee issues, and responding to investigations by federal agencies such as the Equal Employment Opportunity Commission (EEOC), the U.S. Department of Labor, and the U.S. Department of Housing and Urban Development.

In 2012, Mr. Canupp received the Amicus Service Award from the International Municipal Lawyers Association. The award is given those attorneys who do exemplary work to protect and advance local government interests.

Court Admissions

United States Supreme Court

United States Court of Appeals for the Eleventh Circuit

United States Court of Appeals for the Fifth Circuit

United States District Courts

Northern District of Alabama
Southern District of Alabama

All Alabama State Courts

No representation is made that the quality of legal services to be performed is greater than the quality of legal services performed by other lawyers.

Professional Associations

American Bar Association

Alabama Bar Association

Huntsville-Madison County Bar Association

Education

J.D., *summa cum laude*, 2006, Syracuse University College of Law, Syracuse, NY

Order of the Coif

Lead Articles Editor, *Syracuse Law Review*

Moot Court Honor Society

Justinian Honor Society

Best Brief, Mackenzie-Lewis Appellate Advocacy Competition

B.A., *cum laude*, 2003, University of Alabama, Tuscaloosa, AL

University of Alabama "Million Dollar" Band

Phi Alpha Delta

Sigma Tau Delta

Pi Sigma Alpha

Publications

- "Immigration and the Law: Will the New Alabama Immigration Law Result in a Loss of Federal Funding to Alabama Schools?" *Alabama School Boards* (fall 2011), published by the Alabama Association of School Boards.
- "U.S. Supreme Court to Consider Whether Plaintiffs' Lawyers Are Entitled to 'Just a Little Bit More' for Exception Performance in Fee-Shifting Cases," *Government Liability* (May 20, 2009), with George W. Royer, Jr., published by the Defense Research Institute.
- "College Student Voting: A New Prescription for an Old Ailment," *Syracuse Law Review* (2005), cited in *Dupree v. Hiraga*, 121 Haw. 297, 318; 219 P.3d 1084, 1105 (2009).

CLE Seminars

Mr. Canupp has presented the following continuing legal education (CLE) seminars:

- Immigration Law Compliance: Discrimination, E-Verify, I-9 Audits, and the Impact of the New Alabama Immigration Bill, Sterling Education Services, February 2012
- Americans with Disabilities Act Update, Last-Chance Seminar, Huntsville-Madison County Bar Association, December 2008.

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Other Experience

Law Clerk for Judge Lynwood Smith
United States District Court for Northern District of Alabama (2006-2008)
Member, Board of Directors, Mental Health Association of Madison County
Member, Board of Directors, Big Brothers Big Systems of North Alabama, 2009

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