



## J. R. Brooks

Bar admissions: Alabama, 1971

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### Practice Areas

- Title VII litigation
- Section 1983 litigation
- First Amendment litigation
- Americans with Disabilities Act (ADA)
- Individuals with Disabilities Education Act (IDEA)
- Age Discrimination in Employment Act (ADEA)
- Complex commercial litigation
- Employment law
- School law

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### Profile

Mr. Brooks has extensive experience in corporate and civil rights litigation and represents a number of school systems in North Alabama and several corporate clients. He has represented clients in a broad range of litigation involving federal and state issues.

Mr. Brooks has represented a variety of public- and private-sector employers in Title VII, ADA, ADEA, and wrongful termination claims. He has also represented several corporate clients in complex commercial litigation involving, for example, contract disputes over computers and computer components, misappropriation of trade secrets and proprietary information, and violation of noncompetition agreements.

Mr. Brooks has been selected by his peers for inclusion in the *Best Lawyers in America* since 2003. He is listed in the areas of commercial litigation, education law, and labor and employment litigation. In December 2004, he received a meritorious service award for his longtime service to the Alabama Association of School Boards. SuperLawyers.com has named him an Alabama Super Lawyer for 2008, 2009, 2010, and 2011.

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### Professional Associations

American Bar Association

Alabama Council of School Board Attorneys  
State President, 1987-1988

Alabama Bar Association

Huntsville-Madison County Bar Association  
President, 1989-1990

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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.

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## Education

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J.D., 1971, University of Alabama, Tuscaloosa, AL  
Member, Bench and Bar (legal honorary society)  
Staff Member, *Alabama Law Review*

B.A., 1968, University of Alabama, Tuscaloosa, AL

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## Publications

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He has written the following publications for the Alabama Council of School Board Attorneys:

- *Personnel Hearings Under Alabama's Teacher Tenure Law*
- *Public Meetings and Public Records*
- *Fair Dismissal Law: Step by Step, and Contract Principals*

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## Other Experience

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Alabama Commission on Higher Education, 2000-2009 ; Chair, 2006-2009  
Member, Panel of Neutrals, U.S. District Court for the Northern District of Alabama  
United States Attorney, Northern District of Alabama, 1977-81  
Law Clerk for U.S. District Court Judge Frank H. McFadden, 1972  
Huntsville-Madison County Chamber of Commerce  
Chair, State Government Committee  
Member, Board of Directors, Huntsville Hospital Foundation  
Member, Huntsville Chapter, National Conference of Christians and Jews  
Member, Board of Directors, Leadership Alabama

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