



Kenshandra T. Mitchell

Associate



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I enjoy getting to the center of my clients' issues and collaborating to develop a solution that fits their needs. When matters progress to litigation, I enjoy advocating for my clients and resolving matters in their favor.

Kenshandra Mitchell advises employers of all sizes on common workplace issues and focuses on defending employers before state and federal administrative agencies and in state and federal court against claims of discrimination, retaliation, and wrongful discharge brought under Title VII, ADA, ADEA, FMLA, and the Occupational Health and Safety Act. She also drafts, edits, and reviews employment agreements, separation agreements, employee handbooks, and employment policies with special consideration for compliance with state and federal laws. In addition, Kenshandra works diligently to stay updated on horizon issues such as LGBTQ concerns (including monitoring legislation affecting transgender policies) and religious accommodations.

No matter what challenge she is faced with, Kenshandra confronts it head on while striving to obtain the best possible outcome for her clients. She is known for her attention to detail, willingness to listen to each concern, and her resourcefulness, digging deep in case law and state and federal statutes to find authority that supports each client's position.

Experience

Advise employers on issues under Title VII, FMLA, ADA, ADEA, and FLSA

Defend employers at the administrative level and in state and federal courts against allegations of discrimination, retaliation, and wrongful discharge

Drafted a best practice policy for OSHA-compliant lockout, tagout procedure

Drafted a standard operating procedure for handling on-the-job injuries

Services

- Affirmative Action Compliance
- Arbitration, Mediation, and Dispute Resolution
- Labor and Employment
- Litigation and Risk Management

Industries

- Automotive
- Education
- Food and Beverage
- Health Care
- Manufacturing
- Municipal and Government
- Startups and Emerging Companies
- Transportation and Logistics

Admissions

- Tennessee
- U.S. District Court Middle District of Tennessee
- U.S. District Court Western District of Tennessee

Education

- J.D., West Virginia University College of Law, 2020

Assisted an employer in determining an appropriate accommodation for an employee with a disability

Assisted with the enforcement of a noncompete agreement in state court

Associations

Bar Associations:

- Tennessee Bar Association

Noteworthy

- Order of the Coif, West Virginia University College of Law, 2020
- Order of Barristers, West Virginia University College of Law, 2020
- E.B. Du Bois Fellow, West Virginia University College of Law, 2017-2020
- United States Supreme Court Clinic, West Virginia University College of Law, 2019-2020
- CALI Award: Appellate Advocacy; Alternative Dispute Resolution, West Virginia University College of Law, 2020
- Black Law Student Association, Vice-President, West Virginia University College of Law, 2019-2020
- Family Law Quarterly, West Virginia University College of Law, 2019-2020
- Lugar Trial Association, West Virginia University College of Law, 2018-2020
- Pro Bono Distinction, West Virginia University College of Law, 2020
- Community Service Award, West Virginia University College of Law, 2020
- Graduate Assistantship, University of Tennessee at Chattanooga, 2017
- Dean's List, University of Tennessee at Chattanooga, 2012-2015

Sidebar

Kenshandra is a Tennessee native who enjoys spending her free time with her family. When Kenshandra isn't immersed in true crime documentaries and podcasts, she can be found watching an NBA game or reading a suspense novel.

- M.S., The University of Tennessee at Chattanooga, 2017
- B.S., The University of Tennessee at Chattanooga, summa cum laude, 2015