

# Fabian VanCott



## Melanie Grayson

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## Practice Areas:

-  Employment & Labor
-  Litigation, Trials & Appeals
-  Education Law
-  Business/Employment  
Immigration
-  Energy & Utilities
-  Environmental & Natural  
Resources
-  Real Estate

## Biography

Melanie Grayson is a shareholder at Fabian VanCott with a practice emphasis on litigation, employment, and education. In the employment sector, Melanie defends employers at all stages of litigation. Melanie assists clients with litigation prevention, conducting anti-harassment trainings, directing internal investigations, and preparing employment-related documents, such as noncompetition agreements, employee handbooks and other company policies. Melanie also defends clients at the litigation stage. She provides practical advice on matters ranging from harassment, discrimination, and retaliation suits to state and federal wage and hour claims to disputes relating to restrictive covenants and misappropriation of trade secrets. She is also experienced in all aspects of commercial litigation, representing local, national, and international clients in complex disputes, breach of contract actions, business torts, and other torts. In the education sector, Melanie advises school districts regarding compliance with state and federal special education laws, hiring and termination, and real property issues. She has also advised clients about their business immigration needs, such as H-1B and L-1 visas.

Melanie graduated from the University of Utah S.J. Quinney College of Law, where she was president of the Natural Resources Law Forum, associate articles editor for Utah Law Review, and was recognized for her academic achievements as a Quinney Fellow and as a William H. Leary Scholar. Melanie interned at the U.S. Department of Justice, Environment and Natural Resources Division during law school. She holds a Bachelor of Arts from Vassar College. She served as a board member and officer of the Sugar House Park Authority as well as a board member of the Young Alumni Association for the University of Utah S.J. Quinney College of Law. Melanie is licensed to practice in Utah's state and federal courts, and federal court in Colorado, with experience representing clients across the country.

## Professional

Co-Chair, Fabian VanCott Energy & Utilities Law Practice Group, 2014-2015

Associate, Fabian VanCott, September 2013-2017; Summer Associate, Summer 2012 Recognized as a "Rising Star," Mountain States Super Lawyers, 2017

Member, Women Lawyers of Utah

Admitted to the Utah State Bar, the United States District Court for the District of Utah, and the United States District Court for the District of Colorado

Environment and Natural Resources Department, United States Department of Justice, Washington, D.C.;

Intern, Summer 2011

Sierra Club, Jackson, Wyoming; Associate Regional Representative, 2007-2010

Conservation Law Foundation, Boston, Massachusetts, 2003-2006

## Education

J.D., University of Utah S. J. Quinney College of Law, 2013

Recipient, Robert W. Swenson, Natural Resources Scholarship, Spring 2013

Quinney Fellow, 2011-2012

CALI Awards (highest grade in course): Legal Methods, Fall 2010; Environmental Practice, Summer 2011

College of Law Outstanding Achievement Award: Legal Methods, Spring 2011; Natural Resources, Fall 2011

William H. Leary Scholar

Associate Articles Editor, Utah Law Review

Judicial Internship, Chief Justice Matthew Durrant, Utah Supreme Court, Spring 2012

Academic Support Program Teaching Assistant, Fall 2011; Legal Methods Writing Course Teaching Assistant, 2012-2013

President, Natural Resources Law Forum; 2L Representative, Student Bar Association; Member, Women's Law Caucus; Public Interest Law Organization

B. A., Vassar College, 2003

## Community Service

- Treasurer, Sugar House Park Authority, March 2015-December 2016
- Board Member, Sugar House Park Authority, June 2014-September 2017
- Board Member, University of Utah, S.J. Quinney College of Law Young Alumni Board, June 2013-March 2015

## Publications & Presentations

- Presenter, “How #MeToo Is Shifting the Legal and Public Relations Landscape for Employers,” sponsored by the Young Lawyers Division of the Utah State Bar, February 2018
- Panelist, “Sexual Harassment Investigations in the #MeToo Era,” 2018 Fabian VanCott Breakfast Briefing Series, February 2018
- Presenter, “The IEP Development Process: Handling Difficult Issues,” IEP and 504 Plan Legal Workshop, National Business Institute, November 2017
- Presenter, “Federal Overtime Law and the Newest Trending Threat: Wage and Hour Class and Collective Actions,” Employment Law Seminar, May 2017
- Presenter, “Department of Labor Overtime Regulations: Status of U.S. Department of Labor’s Final Regulation Regarding Exemptions from Overtime for White Collar Workers,” Employment Law Seminar, May 2017