

Snell & Wilmer



Audrey E. Chastain

Associate | Tucson

Tel. 520.882.1252

achastain@swlaw.com

Main Bio

Audrey Chastain focuses her practice in labor and employment law and commercial litigation. She has assisted her clients in defending against harassment, discrimination, and retaliation claims under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act and the Americans with Disabilities Act. Audrey has also represented employers in various areas, including breach of contract, wage and hour matters, misappropriation of confidential information/trade secrets, non-competition/non-solicitation matters, National Labor Relations Board charges, confidentiality matters, Family and Medical Leave Act matters, and other related areas.

Representative Experience

- Represented an insurance agency in a breach of contract matter, including issuing cease and desist letters
- Represented a large financial institution in a race discrimination lawsuit
- Represented a credit union in a sexual harassment matter
- Represented a RV rental company in a labor relations dispute
- Drafted various employee handbooks for landscape concerns, construction companies, and energy companies
- Represented a stucco company and a hotel in unemployment insurance tax audits
- Represented a hospital in an age and disability discrimination matter
- Represented a staffing agency in a sex discrimination matter
- Drafted non-disclosure and confidentiality agreements for various concerns
- Drafted employment agreements for a research company developing cannabis-derived compounds for disease treatment
- Composed severance agreements and general releases for various concerns
- Represented a dental office in an employee dispute

Education

- University of Arizona, James E. Rogers College of Law (J.D., magna cum laude, 2017)
 - Order of the Coif
 - Law College Association Scholastic Merit Award (2017)

- Writer, Arizona Law Review
- CALI Awards: Legal Writing, Securities Regulation, Mergers & Acquisitions
- Outstanding Performance in Oral Advocacy
- Outstanding Performance in Legal Writing
- Volunteer Lawyers Program Student of the Month (May 2015)
- Dean's List
- University of Arizona (B.S., Health Sciences, Physiology, summa cum laude, with honors; B.S., Neuroscience & Cognitive Science, with emphasis in Neurobiology, summa cum laude, 2014)
 - Phi Beta Kappa Society
 - Wildcat Excellence Award
 - Highest Academic Distinction

Professional Memberships & Activities

- State Bar of Arizona, Labor & Employment Section
 - CLE Committee, Tucson Lunch CLEs Co-Chair (2018-present)
- Federal Bar Association
 - Executive Committee (2018-present)

Representative Presentations & Publications

- "Protecting Against Employee Fraud," Co-Presenter, Southern Arizona Home Builders Association (November 21, 2019)
- "Employment Issues and Changes in Employment Law," Co-Presenter, Arizona Technology Council (November 14, 2019)
- "[EEO-1 Deadline Extended](#)," Author, Snell & Wilmer Labor and Employment Law Blog (October 5, 2019)
- "[UPDATE: Scalia Fills Labor Role](#)," Author, Snell & Wilmer Labor and Employment Law Blog (September 26, 2019)
- "3 Tips for Communicating with Employees with Mental Health Issues," Author, Inside Tucson Business (August 2, 2019)
- "5 Steps to Protect IP Against Employee Theft," Co-Presenter, Arizona Technology Council (July 11, 2019)
- "[Fort Bend County v. Davis: SCOTUS Bends Employers' Defense to Title VII Claims, But Doesn't Break It](#)," Author, Snell & Wilmer Legal Alert (June 13, 2019)
- "[UPDATE: Does your Employee Handbook have a Lactation Accommodation Policy? \(And are you Abiding by it?\)](#)," Author, Snell & Wilmer Labor and Employment Law Blog (April 22, 2019)
- "[The EEOC Releases Enforcement and Litigation Data for Fiscal Year 2018](#)," Co-Author, Snell & Wilmer Labor and Employment Law Blog (April 11, 2019)
- "[Does your Employee Handbook have a Lactation Accommodation Policy?](#)" Co-Author, Snell & Wilmer Legal Alert (February 12, 2019)
- "[Fair Credit Reporting Act Update: Employers Within the Ninth Circuit Are Required to Provide a 'Stand-alone' Background Check Disclosure Form – Yes, Literally](#)," Co-Author, Snell & Wilmer Legal

Alert (February 7, 2019)

- "[A Working Interview? You'd Better Pay Me](#)," Author, Snell & Wilmer Labor and Employment Law Blog (December 21, 2018)
- "[100 Percent Healed Policies – One of the EEOC's Enforcement Priorities](#)," Author, Snell & Wilmer Legal Alert and S&W Labor and Employment Law Blog (November 19, 2018)
- "[Public-Sector Employees Are Making Lemonade Out of Lemmons](#)," Author, Snell & Wilmer Labor and Employment Law Blog (November 7, 2018)
- "[Employers Will Be Required to Utilize a New 'A Summary of Your Rights Under the Fair Credit Reporting Act' Form](#)," Co-Author, Snell & Wilmer Legal Alert (September 26, 2018)
- "[#MeToo Era Settlements... \\$3.5 Million at a Time](#)," Co-Author, Snell & Wilmer Legal Alert (August 14, 2018)
- "[Warning: Risk of ADA Claims by Transgender Employees...Proceed With Caution](#)," Author, Snell & Wilmer Labor and Employment Law Blog (May 28, 2018)
- "[Forget Referring to it as the 'Garden State': New Jersey Just Became the 'Equal Pay' State](#)," Author, Snell & Wilmer Labor and Employment Law Blog (April 27, 2018)
- "2018 Employment Law Update," Presenter, SHRM of Greater Tucson (April 3, 2018)
- "[1 Reminder: Leave Can Be an ADA Reasonable Accommodation — Due in: Now](#)" Author, Snell & Wilmer Labor and Employment Law Blog (February 12, 2018)
- "[Can Employers Discover Social Media From a Plaintiff in a Harassment Suit? It Depends](#)," Author, Snell & Wilmer Labor and Employment Law Blog (January 2, 2018)
- "[Why Asking About Salary History Is Risky Anywhere](#)," Co-Author, Snell & Wilmer Labor and Employment Law Blog (December 7, 2017)
- "[EEOC May Halt Nationwide Pay Data Collection Efforts](#)," Author, Snell & Wilmer Labor and Employment Law Blog (December 7, 2017)
- "[Why Asking About Salary History Is Risky Anywhere](#)," Co-Author, Law360 (November 29, 2017)

Community Involvement

- Tucson Metro Chamber, Military Affairs Committee Member (2019)
- St. Elizabeth's Health Center, Volunteer (2014)
- Parkinson Wellness Recovery (PWR!) Gym, Volunteer (2013-2014)

Other Professional Experience

- Snell & Wilmer, Summer Associate (2016)
- Pima County Superior Court, Criminal Division, Judicial Extern to the Hon. Teresa Godoy (2015)
- Private Tap Dance Instructor/Choreographer (2010-2015)

Bar Admissions

- Arizona

Court Admissions

- Supreme Court of Arizona
- United States District Court, District of Arizona