



## J. R. Brooks

Shareholder

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.

Upon appointment of President Jimmy Carter, Mr. Brooks served as U.S. Attorney for the Northern District of Alabama from 1977 to 1981.

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### Honors and Awards

- 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.
- For 2020, Best Lawyers named him Huntsville Lawyer of the Year for labor and employment litigation.
- For 2012, Best Lawyers has named him the Huntsville Lawyer of the Year for commercial litigation.
- SuperLawyers.com has named him an Alabama Super Lawyer since 2008 in the areas of business litigation, employment litigation, and education law.
- In 2010, he was named a Fellow of the Alabama Law Foundation. Only one percent of the Alabama bar membership can be elected to the fellows program. The fellows program honors lawyers who have been members of the bar at least 10 years and who have demonstrated outstanding dedication to their profession and to their community.

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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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## Honors and Awards (continued)

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- In December 2004, he received a meritorious service award for his longtime service to the Alabama Association of School Boards.
- Mr. Brooks has received Martindale- Hubbell's prestigious AV rating, which signifies the highest level of professional excellence and ethical standards.

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## Professional Associations

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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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## Court Admissions

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United States Supreme Court  
United States Court of Appeals for the Eleventh Circuit  
United States Tax Court  
United States District Courts  
Northern District of Alabama  
Middle District of Alabama  
All Alabama State Courts

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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*
- *Contract Principals*

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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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## 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  
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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