



## Emmy Edwards

Associate

Dallas

[Emily.Edwards@haynesboone.com](mailto:Emily.Edwards@haynesboone.com)

+1 214.651.5214

### PRACTICES Labor and Employment

---

Emmy Edwards is an associate in the Labor and Employment Practice Group at Haynes Boone's Dallas office. She counsels employers on a broad range of workplace issues and partners with clients to develop practical strategies that align with their overall business objectives while minimizing legal risk. Emmy's practice also includes internal investigations involving allegations of workplace harassment, discrimination, and retaliation.

In addition to advising on compliance and policy matters, Emmy represents employers in litigation involving employment disputes. She is committed to delivering responsive, strategic solutions and draws on the firm's deep resources to address clients' challenges.

---

## QUALIFICATIONS

### EDUCATION

- J.D., Southern Methodist University Dedman School of Law, 2024, magna cum laude; Order of the Coif; *SMU Law Review Association*, Comment Editor
- M.S.Ed., Higher Education & Student Affairs, Baylor University, 2019
- B.A., Linguistics and Great Texts, Baylor University, 2017

### ADMISSIONS

- Texas

### COURT ADMISSIONS

- U.S. District Court for the Eastern District of Texas
  - U.S. District Court for the Northern District of Texas
  - U.S. District Court for the Southern District of Texas
  - U.S. District Court for the Western District of Texas
- 

## PUBLICATIONS AND SPEAKING ENGAGEMENTS

- "DOJ's DEI Federal Fund Recipient Guidance Deserves Attention by Private Sector Employers," Co-Author, Perkins Coie Blog, August 7, 2025
  - "A Look At Employer Wins In Title VII Suits Over DEI Training," Co-Author, Perkins Coie Article, June 4, 2025
  - "Employers See Wins in Title VII Suits Over DEI Trainings," Co-Author, Perkins Coie Update, May 16, 2025
  - "Federal Court Issues Preliminary Injunction on Anti-DEI Orders," Co-Author, Perkins Coie Blog, February 27, 2025
  - "Lawsuit Challenges DEI Executive Orders," Co-Author, Perkins Coie Blog, February 6, 2025
  - "Labor Law Today—2024 Year in Review," Co-Author, Perkins Coie Publication, January 27, 2025
  - "EO 11246 Rescinded: Major Shift for Federal Contractors," Co-Author, Perkins Coie Blog, January 22, 2025
  - "NLRB Changes Standard for Evaluating Employer Statements on Employee Access to Management in a Unionized Environment," Co-Author, Perkins Coie Update, December 5, 2024
- 

## AWARDS AND RECOGNITIONS

- Recognized by *Best Lawyers: Ones to Watch* for Labor and Employment Law - Management, 2026