

DAVID GIDDENS

PARTNER • DALLAS/FORT WORTH

DGIDDENS@THOMPSONHORTON.COM
972-734-5549



David has dedicated his entire legal career to representing educational entities, which provides him with a unique knowledge and understanding of issues his clients encounter. Additionally, as a parent of two young children, David understands and is able to successfully represent his school clients from multiple perspectives.

David is a Partner in the firm's Dallas and Fort Worth offices. David has experience handling a wide range of employment and school law issues including advising school leaders and board members on state and federal law, grievances, personnel matters, student matters, contracts, and policies. He also handles litigation related to the non-renewal and termination of contract employees as well as claims of alleged discrimination and retaliation in state and federal court and before the U.S. Equal Employment Opportunity Commission and the Texas Workforce Commission.

David's practice focuses on litigation as well as preventive services for employers such as drafting and revising employment policies/procedures and providing training for personnel.

SELECTED CLIENT REPRESENTATIONS

Represented public school districts in more than 200 employee grievances

Represented public school districts in more than 100 appeals to TEA for proposed termination or nonrenewal of employees

Represented school districts in response to allegations of discrimination, harassment, and retaliation before the EEOC/TWC

Advised districts' legal review committees regarding proposed actions against employees

Advised districts' policy committees regarding proposed revisions or additions to school district policies, including drafting policies, handbooks, notifications, etc.

Provided guidance and responded to subpoenas, public information requests, privacy and FERPA issues, open meetings, and family law issues

Represented districts in response to alleged violations of Title IX

Secured summary judgment in cases alleging discrimination, harassment, and retaliation.

Successfully defended school districts, before the Commissioner of Education, against parent complaints related to dress code requirements and alleged infringement on state and federal rights. *Parent on behalf of Children v. Crandall Indep. Sch. Dist.*, Tex. Comm'r of Educ. Decision No. 051-R5-0407 (Apr. 13, 2012); *Students b/n/f Parents v. Dallas Indep. Sch. Dist.*, Tex. Comm'r of Educ. Decision No. 012-R10-12-2016 (Dec. 12, 2017).

Obtained affirmation from 5th Circuit regarding a federal court ruling dismissing former employee's case

Obtained dismissal, via plea to the jurisdiction, regarding former employee's whistleblower claims

Successfully obtained protective orders to protect district employees from subpoenas and depositions

PRACTICE AREAS

Constitutional Law
Employment Law
General Counsel / Board Counsel
Higher Education
Litigation
Special Investigations
Student Issues
Training & Compliance

EDUCATION

J.D., Baylor University School of Law, 2006

B.A., Texas Christian University, 2001

LICENSING & COURT ADMISSIONS

Licensed in the state of Texas

U.S. Court of Appeals for the Fifth Circuit

U.S. District Courts for the Northern and Western Districts of Texas

MEMBERSHIPS & RECOGNITIONS

Texas Association of School Boards – Council of School Attorneys

**Thompson
& Horton** LLP

ATTORNEYS | COUNSELORS

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REPRESENTATIVE PRESENTATIONS, TRAININGS, & SPEECHES

Immunity for Educator Use of Force: Limitations on the District's Right to Act

Title IX Compliance and Investigations

Investigations and Terminations

Reasonable Accommodations, Americans with Disabilities Act