

# Nalani Gordon

## Associate

West Palm Beach  
ngordon@gunster.com  
(561) 650-0537



### Practice & Industry Areas

- Labor & Employment Law
- Business Litigation
- Eminent Domain & Property Rights
- White Collar Defense & Internal Investigations

### Education

- University of Central Florida, B.S., *summa cum laude*, 2013
- University of Central Florida, M.A., 2015
- University of Miami, J.D., *magna cum laude*, 2018

### Bar & Court Admissions

- Florida Bar, 2018
- U.S. Supreme Court, 2024
- U.S. Court of Appeals for the Eleventh Circuit, 2024
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Middle District of Florida

## Overview

Nalani Gordon focuses her practice on litigation matters ranging from discrimination lawsuits to disputes over non-competition and non-solicitation agreements. She provides strategic advice to employers to ensure that they are aware of and take steps to comply with complex state and federal laws, policies and regulations.

Nalani is committed to providing practical advice to address employers' needs and she consults with clients on a wide array of issues including wage and hour laws, exemption classifications, leave policies and the development of employee handbooks.

Nalani understands the unique intersection of employment and Title IX and uses this perspective to advise on Title IX investigations, hearings, and litigation matters. She has completed the Civil Rights Investigator Level One Certification course and the Title IX

Hearing Officer and Decision-Maker Certification courses through the Association of Title IX Administrators and utilizes this knowledge to navigate the intricacies of Title IX law.

Nalani also works on a variety of litigation matters such as eminent domain actions and commercial litigation matters; assists clients in relation to compliance with Covid-19 ordinances, statutes and regulations in various states around the country; and has experience doing e-discovery work, framing negotiations and building cases, reviewing productions for privilege and culling through documents to respond to large discovery requests.

As a member of the firm's Diversity & Inclusion Committee, Nalani is passionate about doing her part to create an inclusive workplace that promotes and values diversity. She is also an active member of the Palm Beach County Bar Association's Committee for Diversity and Inclusion and the F. Malcolm Cunningham, Sr. Bar Association. A certified teacher who is passionate about education and community service, she serves in her church's Youth Department and as a mentor for the Women of Tomorrow Mentor & Scholarship Program at Palm Beach Gardens High.

Nalani is a proud Riviera Beach, Florida native who graduated magna cum laude from the University of Miami School of Law.

## Honors

- *The Best Lawyers in America*®, "Ones to Watch," Commercial Litigation, 2024-25
- *Florida Super Lawyers*, "Rising Star," 2024
- The Order of the Coif, University of Miami School of Law
- *University of Miami Race & Social Justice Law Review*
- Miami Public Interest Scholar
- Awards for Outstanding Performance: Legal Communication and Research Skills II, Business Associations, Social Justice Lawyering, Trusts & Estates, Civil Procedure II
- 2010 Gates Millennium Scholar
- Soia Mentschikoff Scholarship Award
- Gregg D. Wenzel Memorial Scholarship
- Colson Scholar

## Publications & Presentations

- "Legal Issues, Title IX and Implications for Leadership," speaker, 2023 Wesley Peachtree Institute HBCU & Small College Forum, March 2023
- ["Is this the End for NonCompete Clauses? The Evolving Debate Surrounding Employment-Based NonCompete Clauses, How It May Impact Your Company, and What To Do Moving Forward,"](#) co-author, *ACC South Florida Focus Q1*, 2023

- Anti-discrimination and Title IX Training, presenter, August 2022
- Disability Discrimination Training, presenter, June 2022
- “Preventing Harassment and Discrimination in the Workplace,” presenter, June 2022
- “Legal Issues, Title IX and Implications for Leadership,” speaker, 2022 Wesley Peachtree Institute HBCU Forum, March 2022

## **Professional Associations & Memberships**

- Palm Beach County Bar Association, 2017-present
  - Diversity & Inclusion Committee, 2019-2023
    - Lawyers for Literacy Committee, 2022-2023
- Palm Beach County Sheree Davis Cunningham Black Women Lawyers Association
  - Executive Board Member (Treasurer) and Chair of the Finance Committee, July 2023-June 2024
  - Member, 2022-present
- The National Black Lawyers Top 40 Under 40, 2021
- Craig S. Barnard American Inn of Court LIV, 2019-21
- F. Malcolm Cunningham, Sr. Bar Association, 2018-present
- Association of Title IX Administrators, 2022-present

## **Civic & Community Service**

- Education Foundation of Palm Beach County
  - Young Professionals Group, Founder & Chair, 2023-present
  - Development Committee, 2023-present
- The Florida Bar
  - Education Law Committee, 2023-present
  - Fifteenth Judicial Circuit Grievance Committee, 2023-present
- Women of Tomorrow Mentor & Scholarship Program, Palm Beach Gardens High, mentor, 2020-2023