

BARRAN LIEBMAN^{LLP}

A T T O R N E Y S

Employment | Labor | Benefits | Higher Education
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DONOVAN L. BONNER

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Donovan Bonner represents employers in employment advice and litigation, serving private and public entities of all sizes and industries, including higher education institutions. With past experience in contract negotiations, mergers and acquisitions, and general litigation, he effectively navigates the laws affecting various types of businesses. Donovan's prior experience as a Legal Extern at Nike, Inc. and as a Law Clerk at Bonneville Power Administration has built a solid foundation of proficiency in reviewing property agreements, conducting comprehensive research on corporate, securities, trademark, and indemnity laws, and contract negotiations with general and outside counsel. Donovan's time in-house provided extensive experience in legal research and writing services for general counsel, reviewing and writing memorandums on various statutory compliance, sales, litigation issues, and support in finance, procurement, and general litigation matters. In addition to Donovan's comprehensive legal experience, his commitment to our clients is unwavering. Donovan understands the importance of tailoring his work to our clients' needs, and thoughtfully collaborates and communicates with the objective of solving workplace challenges in an efficient and effective manner.

Donovan earned his B.S. at Menlo College, and his J.D. at the University of Oregon School of Law, where he served as the Editor of the *Oregon International Law Review*. He was also very active in the community throughout his time at the University of Oregon School of Law and held a wide variety of leadership roles. Donovan served as a Board Member of the Law and Entrepreneurship Student Association, Conference Director of the Sports & Entertainment Law Forum, led his team as a Captain of the Legal Basketball Association, and was a member of the Law of Intellectual Property Student Association. Throughout Donovan's undergraduate and legal education, he has consistently prioritized diversity initiatives in his professional and local community through his contributions to the Menlo College Black Student Union, where he served as President, and the University of Oregon's Black Law Students Association.

Areas of Practice

Employee Handbooks
Employment Law Advice & Litigation
Employment Training
Higher Education Representation
On-Site Employment Law Training
Pay Equity
Social Media
Workplace Investigations

Representative Matters

Counsel for Public University: Represented University in high-profile gender discrimination and pay equity suit.

Counsel for Private University: Represented University in response to student complaint filed with the U.S. Department of Education Office for Civil Rights.

Counsel for Nonprofit: Advised on employee termination; Represented Nonprofit in response to employee complaint file with the Oregon Bureau of Labor and Industries.

Counsel for Private Business: Represented Business on enforcement of employment agreement and engagement in acts of tortious interference.

Counsel for Private Company: Conducted pay equity analysis to develop a system for efficiently and effectively adjusting compensation to comply with the Oregon Pay Equity Law.

Professional Experience & Affiliations

Multnomah Bar Association Young Lawyers Section: Member (2018-present); Membership Committee (2018-present)

Gus J. Solomon Inns of Court: Member (2017-2018)

Nike, Inc.: Legal Extern (2017)

Bonneville Power Administration: Law Clerk (2016-2017)

University of Oregon School of Law: Law and Entrepreneurship Student Association, Board Member (2015-2017); Sports & Entertainment Law Forum, Conference Director (2014-2017); Legal Basketball Association, Captain (2014-2017); Black Law Students Association, Member (2014-2017); Law of Intellectual Property Student Association, Member (2014-2017)

Civic Activities

The Portland Opera's Young Patron Society: Member (2018-present)

Urban League of Portland Young Professionals, Member (2017-present)

Education First: Scholar Selection, Chair (2016-present)

Representative Presentations

Barran Liebman Annual Seminar: "Capsized Kayaks: Don't Let a Data Breach Sink Your Workplace," Presenter (9/27/18)

Barran Liebman Client Training: "Labor & Employment Law Update"; "Sexual Harassment Culture Shift: Your Business, Your People, Your Work Environment" (4/11/18)

Representative Publications

"Exercising One's Right to Free Speech Can Come With a Price," *Daily Journal of Commerce*, June 25, 2018

"Supreme Court Cuts the Cake Thin in Colorado Bakery Case," Barran Liebman Electronic Alert, June 6, 2018

"Digital Accessibility: Building a Web-Based Environment Available to All," *Association of Corporate Counsel Oregon Newsletter*, May 29, 2018

"Are Reasonable Accommodations 'For the Birds?'" *Daily Journal of Commerce*, March 23, 2018

Admitted to Practice

Oregon

U.S. District Court, District of Oregon

Academics

University of Oregon School of Law (J.D., 2017): *Oregon International Law Review*,
Operations/Business/Symposium Editor
Menlo College (B.S., 2014): President's Scholarship Recipient (2010-2014); Richard F. O'Brien
Award Recipient (2013-2014)