



## DANA DEWS GATES

Senior Consultant  
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[VCARD](#) | [LINKEDIN](#)

Dana is a strategic human resource professional focused on connecting culture and employee engagement with practical policies and procedures. Dana has worked both externally as an attorney and internally in legal and HR for several companies providing advice and counsel on various human resources matters.

Dana's areas of expertise include employee relations, employee handbooks, benefits policy and operations, leave management, ADA accommodations, severance, workplace investigations. She has counseled business and HR groups on risk and compliance issues related to federal, state, and local laws throughout the U.S. governing the workplace, including Title VII, ADAAA, ADEA, FMLA, FLSA, USERRA, and ERISA.

### FUNCTION & SPECIALIZATION

- Employee Relations
- Policies and Procedures
- Risk and Compliance
- Legal Compliance
- ADA
- Employment Law
- HR Metrics

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- Art 180
- Karen Michael Consulting
- Capital One
- Christian & Barton, LLP
- Goodman, Allen & Filetti, PLL

### EDUCATION, LICENSES & CERTIFICATIONS

- B.A., Journalism/Mass Communication, Samford University, Birmingham AL
- Juris Doctor, University of Richmond School of Law, Richmond VA