



**Caroline Dickey focuses her practice on defending employers in litigation and in agency proceedings. She is proactive and highly organized. Caroline anticipates her clients' needs and helps them work toward outcomes that meet their goals.**

Caroline represents employers in a range of actions involving harassment, retaliation, discrimination, wrongful termination, and wage and hour claims, including class actions.

Beyond litigation and agency representation, Caroline counsels senior management on day-to-day human resources and employee relations issues, including wage and hour compliance, disciplinary and performance counseling, reasonable accommodation, termination decisions, internal complaints and investigations, and employee classifications. She also assists with reviews and updates to company handbooks, policies and procedures.

Caroline is skilled at working directly with clients, having been third-chair at trial and conferring with clients and with experts and witnesses. She leads investigations and takes and defends depositions, including PMK depositions. She also drafts and responds to various pleadings and motions. Caroline also negotiates settlement agreements and has been first-chair in several mediations.

Before joining Barnes & Thornburg, Caroline was with a global law firm, where she was based out of Orange County, and prior to that spent the first few years of her career with a West Coast law firm.

During law school, Caroline was a student attorney for the Duke Legal Assistance Project where she prepared end-of-life documents and successfully represented a client in a Social Security Death Index/Social Security Income (SSDI/SSI) case.

## Honors

The Best Lawyers in America, Ones to Watch, 2021-2024

## Caroline Dickey

### Of Counsel

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### EDUCATION

Duke University School of Law, (J.D.),  
2014, Zimmer Family Scholar

University of Georgia, (B.A.),  
psychology, minor in Spanish, magna  
cum laude, 2011, Phi Beta Kappa,  
National Society of College Scholars,  
Hope Scholarship, Bank of America Joe  
Martin Scholarship, Delta Delta Delta  
National Fraternity

### BAR ADMISSIONS

California

Colorado

### COURT ADMISSIONS

U.S. District Court for the Central District  
of California

### LANGUAGES

English

### PRACTICES

Class and Collective Actions  
Disability, Leave and Medical Issues  
Discipline and Termination  
Downsizing and WARN Act  
Employment  
Employment Litigation  
Labor and Employment  
Management and Employee Training  
Wage and Hour

