

M. MICHELLE JONES

Counsel / Spartanburg

mjones@fordharrison.com / P: 864-699-1136



Michelle Jones represents and advises management clients in all manner of issues related to employment law in the workplace.

Michelle assists employers experiencing workplace concerns including discrimination, harassment, retaliation under Title VII, the ADA, the FMLA, and the ADEA as well as other federal and state law claim issues.

Prior to pursuing a legal career, Michelle worked for eight years, primarily in the construction industry, where she worked in sales, recruiting, hiring, training, and managing employees. Michelle also had experience working with employee retention plans and the development and implementation of diversity recruiting plans. This prior hands-on work experience gives her first-hand understanding of the challenges employers face and helps inform her practice.

Prior to joining FordHarrison, Michelle was an associate in a Greenville-based law firm where she represented individuals and business clients in all aspects of civil litigation. Earlier in her career, Michelle served as a law clerk in the Thirteenth Judicial Circuit for The Honorable Perry H. Gravely. While earning her J.D., Michelle served as Associate Editor, Student Works Edition for the Charleston Law Review, president of the Student Federal Bar Association, member of the Trial Advocacy Board, and received the Giving Back Award for Outstanding Efforts in Public Service and Leadership. Michelle is a member of the South Carolina Women Lawyers Association (SCWLA), and in her free time enjoys spending time with her family, gardening, and open water swimming.

Representative Experience

- » Provides strategic advice and counseling to companies dealing with the full array of employment issues, including discrimination, harassment, wrongful discharge, claims of negligent supervision and hiring, and interference with contractual relationships.
- » Represents clients in all aspects of civil litigation, including pre-suit, dispositive motions, discovery, summary judgment,

EDUCATION

- » Charleston School of Law (J.D., *cum laude*, 2013)
- » University of Georgia (B.S., 2002)

BAR ADMISSIONS

- » South Carolina

COURT ADMISSIONS

- » U.S. District Court for the District of South Carolina

and trial in both state and federal court.

- » Represents companies to develop and revise employee handbooks.

Memberships

- » South Carolina Women Lawyers Association (SCWLA)

News & Insights

- » July 01, 2025 - Supreme Court Limits the District Courts' Ability to Issue Universal Injunctions Against Executive Orders and Agency Action
- » June 09, 2025 - Texas Federal Court Vacates Portions of EEOC's 2024 Title VII Guidance on Gender Identity
- » May 23, 2025 - The U.S. Mental Health Crisis – Mental Health: Beyond the ADA and FMLA
- » December 03, 2024 - The U.S. Mental Health Crisis – Neurodivergent Employees
- » August 22, 2024 - The U.S. Mental Health Crisis and the Workplace

Events

- » May 27, 2025 - The Allyship Exchange: Insights from Innovators - Part 4

Offices

- » *Spartanburg:*
100 Dunbar Street, Suite 300
Spartanburg, South Carolina 29306