

## N. Winston West, IV

Associate | Richmond

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Winston joined Harman Claytor in May of 2025 and focuses his practice on management-side employment defense. He has previous experience navigating complex business disputes, intellectual property litigation, and educational matters. Winston previously worked for a regional law firm based in North Carolina and an employment litigation firm in Roanoke, Virginia, and has represented clients before federal and state administrative agencies, the federal and state trial courts in Virginia and North Carolina, and the federal and state appellate courts serving and within Virginia and North Carolina.



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### Professional Activities & Honors

- Defense Research Institute
- Virginia Association of Defense Attorneys
- North Carolina Bar Association
- North Carolina World Trade Association

### Publications

- The End of the COVID-19 Pandemic Declaration and Impact on EEO Laws
- The Incomplete Guide to Religious and Title VII Accommodations
- After Supreme Court's Affirmative Action Decision, Attorneys General Set Their Sights on Employment DEI Programs
- Pregnant Workers Fairness Act: Does It Actually Fill in The Gaps?
- U.S. Supreme Court Declines to Review Fourth Circuit Decision Upholding ADA Summary Judgment – Exception For "Transportation Workers" Under the Federal Arbitration Act Grows Larger
- Supreme Court Lowers the Bar for Employment Discrimination Claims: Only "Some Injury" Required
- Fourth Circuit Expands Exception for Religious Employees
- EEOC Finalizes Pregnant Workers Fairness Act Rule
- NLRB No Longer Enjoys Preferential Preliminary Injunction Treatment
- Making It "Rein": Fifth Circuit Looks to Roll Back Department of Labor Rulemaking Authority
- For Non-Signatories to Contract, Initial Question of Arbitrability Left Up to Court
- Texas Court Tosses Biden Overtime Exemption Rule
- Supreme Court Clarifies Proof Standard for Overtime Exemptions
- White House Lays Groundwork for AI Regulation
- The Modern Napster: Will OpenAI End Like the File Sharing Platform?
- Artificial Intelligence Is Not A "Person" In the United Kingdom
- Europe Remains at The Forefront of Digital Regulation
- Can The FTC Rein in AI Deepfakes?

- Copyright Act Limitations Period Does Not Limit Damages Recovery
- Are Third-Party Releases Permissible Under the Bankruptcy Code?
- Supreme Court Sends Earthquake Through Bankruptcy Cases, Past, Present, and Future
- West, N. W., Chalfant, C. E., & Park, M. A. (2013). OSU-03012 sensitizes breast cancers to lapatinib-induced cell killing: A role for nck1 but not nck2. Biomed Central Cancer.

## **Reported Cases**

- *Walker v. Brooks Public Safety*, 707 F.Supp.3d 590 (W.D. Va. 2023)

## **Representative Experience**

- Defense verdict for HOA in first-chair bench trial related to violation of restrict covenants.
- Obtained numerous settlements related to employment disputes under federal, Virginia, and North Carolina law.
- Early dismissal of employment tort claim (Craven County, NC Superior Court).

## **Presentations**

- Successful Admission of Digital Evidence in North Carolina; Strategies for Cross-Examining Expert Witnesses for the Trial Attorney

## **Education**

- University of Richmond, B.S. (2013)
- Washington and Lee University School of Law, J.D. (2017)

## **Bar & Court Admissions**

- Virginia State Bar
- North Carolina State Bar
- United States District Court for the Eastern District of Virginia
- United States District Court for the Western District of Virginia
- United States District Court for the Eastern District of North Carolina
- United States District Court for the Middle District of North Carolina
- United States District Court for the Western District of North Carolina
- United States Court of Appeals for the Fourth Circuit
- United States Supreme Court