

## BUENA VISTA LYONS

**Partner** / Dallas, Houston

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**Buena Vista Lyons serves as the office managing partner for FordHarrison's Dallas office and is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.**

She has focused her practice on exclusively defending management in employment litigation matters for over 25 years. Employers turn to Vista to defend them before federal and state courts and administrative agencies across the nation involving Title VII discrimination claims (race, color, sex, religion, and national origin); ADEA (age), ADA/ADAAA (disability) and Equal Pay Act claims; ERISA Section 510 discrimination and denial of benefits claims; FMLA discrimination/interference claims; FLSA and state wage and hour claims; SOX whistleblower/retaliation and other wrongful termination claims; tort claims and claims for breach of contract, including employment, non-disclosure and restrictive covenant agreements. The employers she represents span a broad range of industries, including the airline, cosmetics, financial services, healthcare/pharmaceuticals, and logistics industries. Vista also has experience handling international employment matters for globally-based clients through the support of the firm's Global Legal Services practice.

### Representative Experience

- » Successfully obtained summary judgment for a large regional airline in an FMLA interference/retaliation and ADA discrimination action
- » Obtained favorable jury verdict for a hospital in a whistleblower/retaliation case filed under the Texas Occupations Code for alleged constructive discharge
- » Obtained dismissal of preliminary injunctive relief sought in a breach of non-solicitation of customers and non-disclosure action (see published opinion at 869 F. Supp. 2d 761 (N.D. TX 2012))
- » Successfully obtained summary judgment for a large regional airline in an ERISA 510 discrimination and defamation action

### EDUCATION

- » University of Texas School of Law (J.D., 1996)
- » Cornell University (B.A., 1993)

### BAR ADMISSIONS

- » Texas

### COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the Fifth Circuit
- » U.S. Court of Appeals for the Ninth Circuit
- » U.S. District Court for the District of Colorado
- » U.S. District Court for the Eastern District of Michigan
- » U.S. District Court for the Northern District of Texas
- » U.S. District Court for the Eastern District of Texas
- » U.S. District Court for the Southern District of Texas
- » U.S. District Court for the Western District of Texas

- » Successfully obtained summary judgment for a local municipality in a race discrimination class action; affirmed on appeal by the Fifth Circuit U.S. Court of Appeals
- » Successfully obtained a Federal Rule 12 dismissal for lack of subject matter jurisdiction and improper service of process for a national medical services provider and was awarded approximately \$30,000 in attorneys' fees in monetary sanctions
- » Successfully defended a large international engineering/research company in a Sarbanes-Oxley retaliatory discharge action before the DOL

## Honors & Awards

- » *Best Lawyers in America* - Litigation - Labor and Employment
- » "Top 15 Business Women in Dallas," *National Diversity Council*, 2016
- » "Company and Executive Women Worth Watching," 2014 Award Winner, *Diversity Journal*
- » "Most Powerful and Influential Women of Texas," *National Diversity Council*, 2012
- » "Texas Super Lawyers," by *Thomson Reuters Super Lawyers* magazine, 2012-2019
- » Lawyers of Color Power List 2020

## Memberships

- » Center for Women in Law, Power Circle Member
- » American Bar Association
- » National Bar Association, Commercial Law Section
- » State Bar of Texas, Employment Law Section
- » Dallas Bar Association, Director, 2004-2005
- » J.L. Turner Legal, Association, President, 2005

## News & Insights

- » November 07, 2023 - Have You Audited Your DEI Initiatives? If Not, You Should
- » August 17, 2023 - Two Dallas-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and One Listed in Ones to Watch
- » July 07, 2023 - "Workplace Diversity Initiatives Reignited Post SCOTUS Decisions in Harvard & UNC," Attorney at

#### Law Magazine

- » June 27, 2023 - "The Supreme Court's Affirmative Action Rulings May Impact DEI Initiatives. What Companies Need to Know," Inc. Magazine
- » September 30, 2021 - "Employers Face New Risks Under State Anti-Harassment Laws," Law360 Employment Authority

## Events

- » March 22, 2024 - "A Legal Update: Can We Move Diversity Forward in 2024?" - National Diversity Council
- » September 20, 2023 - The Changing Face (and Hair!) of Discrimination and Harassment Claims in Texas - FordHarrison Texas Webinar Series
- » July 13, 2023 - "Navigating the New Era of Workplace Diversity, Equity and Inclusion Post SCOTUS Ruling," Kanarys
- » April 01, 2022 - "2022 Airline Employment Law Update" 2022 Airline Labor & Employment Law Symposium
- » May 21, 2021 - "Facebook Firings: What Employers and Employees Need To Know About Posting on Social Media," University of Texas Law

## Offices

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