

Dawn M. Peacock

ASSOCIATE

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Dawn Peacock is an experienced litigator who advises both global and local employers on a wide range of issues, including discrimination, harassment, wage and hour claims, disputes related to employee mobility, restrictive covenants and trade secrets. She works across various industries, including private equity, health care and professional services.

In addition to her litigation work, Dawn assists with complex private equity and M&A transactions, advising both buyers and sellers on the employment aspects of these deals. From the early stages of negotiations to post-closing workforce integration, Dawn helps clients navigate and mitigate employment-related risks and challenges.

On a daily basis, Dawn provides practical counsel to employers on HR matters such as internal investigations, executive employment contracts, non-compete and non-solicit agreements, FMLA and disability accommodations, industry-specific personnel policies, wage and hour audits, reductions in force and enforcement of employee mobility and non-compete clauses.

Education

- Chicago-Kent College of Law (J.D., 2019)
- University of Louisville (B.S., 2016)
 - Criminal Justice; Assoc. in Paralegal Studies

Bar Admissions

- Pennsylvania
- Illinois
- New York

Court Admissions

- Illinois Supreme Court
- U.S. District Court, Northern District of Illinois
- U.S. Court of Appeals, Seventh Circuit
- New York Supreme Court

Capabilities

- Employment Litigation, Arbitration & Dispute Resolution
- Labor & Employment
- Employment Advice & Investigations

Matters

- Represented healthcare company in prosecuting breach of former employee non-compete before the Illinois state court.
- Defended former healthcare executive against claims of misappropriation of trade secrets and non-compete agreement.
- Obtained summary judgment for agricultural manufacturer in an age discrimination claim under the ADEA.
- Obtained successful dismissal in the New York State Court for healthcare technology company against claims by former employee for discrimination and wrongful termination under New York Human Rights Law.
- Successfully represented healthcare practice in New Jersey State Court asserting whistleblower and wrongful termination claims.
- Advising behavioral healthcare company on wage and hour classifications.
- Conducted internal investigation for Hospital Network involving claims of hostile work environment and discrimination.

Publications

March 27, 2025

Navigating Whistleblower Protections and Compliance with DEI Executive Orders

Polsinelli at Work

March 27, 2025

Navigating Whistleblower Protections and Compliance with DEI Executive Orders

As Polsinelli has discussed, President Donald Trump issued two Executive Orders, No. 14151 and No. 14173 (the "Orders"), targeting DEI (Diversity, Equity and Inclusion) programs and race- or gender-based preferences. The legal landscape surrounding these Orders continues to evolve....