

Tyree P. Jones, Jr.

SHAREHOLDER

Washington, D.C. | 202.626.8353
San Francisco, CA
tjones@polsinelli.com



Tyree Jones is a trial lawyer with over 30 years of dedicated experience in litigating complex commercial disputes related to civil rights violations in the consumer finance, employment, housing and information management sectors. His national practice encompasses various industries, including transportation, financial services, health care and defense contracting.

Tyree skillfully guides clients through intricate equitable rights disputes, addressing issues such as predatory lending, sexual and racial harassment, discrimination, retaliation, wage and hour claims as well as equal pay concerns. He has successfully defended clients against allegations involving the Fair Housing Act, Equal Credit Opportunity Act, Americans with Disabilities Act (ADA), Title VII, the Age Discrimination in Employment Act, the False Claims Act, and the Fair Labor Standards Act (FLSA) as well as their state law counterparts and with a particular focus on California. He has also successfully defended employers in employment class actions and related litigation brought by the U.S. Equal Employment Opportunity Commission (EEOC) and the California Civil Rights Department. Additionally, he negotiates executive compensation agreements and conducts due diligence on labor and employment matters related to corporate transactions.

Tyree also has successfully litigated restrictive covenant matters prosecuting and defending claims of misappropriation of trade secrets and unfair competition.

Recognizing the existential threats posed by inequity in today's business landscape, Tyree has extensive experience advising clients on Environmental, Social and Governance (ESG) issues and he helps them navigate challenges related to racial justice, DEI initiatives and the impacts of the global pandemic. His focus includes effectively managing human capital, promoting diversity, equity and inclusion and developing credible metrics for measuring impact in these areas.

Education

- Georgetown University Law Center (J.D., 1986)
- Bowdoin College (B.A., 1982)

Capabilities

- Labor & Employment
- Employment Litigation, Arbitration & Dispute Resolution
- California Employment Law

Bar Admissions

- District of Columbia
- California

Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals, Ninth Circuit
- U.S. Court of Appeals, Fifth Circuit
- U.S. Court of Appeals, District of Columbia
- U.S. District Court, All Districts of California
- U.S. District Court, District of Columbia Circuit
- All State Courts, California

Memberships

- *Law360* Labor & Employment Editorial Board, 2026
- Georgetown University Board of Directors, former Member, Audit Committee, Faculty Affairs Committee and Law Center Affairs Committee, Chair
- Georgetown University African American Advisory Board, past-Chair
- Georgetown University Law Center Strategic Planning Council
- Bowdoin College, Board of Trustees, Member, Audit Risk & Reputation Committee and Governance Committee
- Bowdoin College, President's Visitors Council
- National Bar Association
- American Bar Association
- Committee for Court Excellence
- San Francisco Suicide Prevention Agency, past-Chair
- Wiley Manuel Law Foundation, past-Chair

Recognition

- Ranked in *Chambers USA: America's Leading Lawyers for Business*, District of Columbia, Banking & Finance, 2022-2023; Labor & Employment, 2023-2025
- Named as a 2022 Employment Law Trailblazer by *National Law Journal*
- Named to list for "Most Influential Black Lawyers" by *Savoy Magazine*, 2015, 2018, 2022
- Awarded Georgetown University's John Carroll Award, the university's highest award conferred upon alumni whose achievements and record of service exemplify the ideals and traditions of Georgetown and its founder (2019)

Matters

- Advised global executive search firm on the establishment of DE&I objectives and the preparation of sustainability reports with a focus on DE&I reporting.
- Obtained summary judgement in a more than decade-long False Claims Act matter affirmed on appeal by the United States Court of Appeals for the Fifth Circuit.
- Obtained a defense verdict for a major telecommunications company in a federal court jury trial involving allegations of race discrimination and retaliation in the Eastern District of Pennsylvania.

- Led a team that defeated class certification in a nationwide MDL proceeding alleging race and national origin discrimination and seeking more than \$1 billion against one of the nation's largest financial institutions.
- Defended a medical device company in wrongful termination/race discrimination case in the U.S. District Court for the District of Columbia.
- Defended a defense contractor in a California Superior Court jury trial against claims of race discrimination and retaliation. New trial granted after verdict for plaintiff and confidential resolution reached.
- Defended a financial services institution in the Americans with Disabilities Act case in the Southern District of New York brought by the EEOC.
- Defended a financial services institution in a hybrid FLSA collective action in the District of Maryland alleging the misclassification of employees.
- Defended a financial services institution in a jury trial in California Superior Court in which the plaintiffs alleged wrongful discharge and sexual harassment.
- Defended a financial services institution in a jury trial in the Northern District of California in which the plaintiffs alleged defamation and blacklisting; after a partial defense verdict, a retrial was granted on damages.
- Defended a health care company in a jury trial in California Superior Court against claims of disability discrimination, failure to provide reasonable accommodations, wrongful termination and breach of implied contract.
- Defended a financial institution in connection with pre-litigation demands alleging sexual harassment and whistleblower retaliation.
- Obtained a defense verdict for a professional association in matter in the U.S. District Court for the District of Columbia in FLSA action challenging employee classifications.