

Melonie S. Jordan

Associate

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Driven and adept at navigating rapidly evolving employment laws, Melonie is a trusted advocate, counselor, and litigator focused on bringing practical, creative solutions to employers.

Melonie is an associate in the firm's Labor and Employment Practice Group. As a trusted advocate, counselor, and litigator, Melonie represents employers and management in all aspects of employment law, including litigation and preventive counseling. Her employment litigation practice includes defending employers in wage and hour matters, PAGA actions, large class actions, wrongful termination, harassment, and employment discrimination, issues in state court, federal court, and arbitration proceedings. Melonie's litigation experience allows her to approach employers with a fresh perspective in counseling on employment issues such as hiring, leave, discipline and termination, AI and privacy, and litigation risk assessment.

As a thought leader who regularly speaks and writes on AI and workplace privacy issues, Melonie regularly counsels employers in various industries on a full range of employment issues, from performance management to workplace privacy and information security issues, including compliance with the CCPA/CPRA and other state and federal workplace privacy law. Melonie is certified by the International Association of Privacy Professionals (IAPP) as a Certified Information Privacy Professional (CIPP/US), a designation demonstrating her understanding of U.S. privacy and security practices and their applicability to the workplace.

Melonie was selected as a Leadership Council for Legal Diversity (LCLD) Pathfinder in 2024 and maintains an active pro bono practice focused on veterans and civil rights issues. She is a known advocate for diversity in the legal profession and actively works to support and increase the number of attorneys committed to diversity, equity, and inclusion, knowing that diverse teams deliver the best results for clients.

Education

- Emory University School of Law (J.D., 2016)
 - The Order of Barristers
 - Director-in-Chief, Emory Moot Court Society
 - President, Emory Black Law Students Association
 - Who's Who Among Students in American Colleges and Universities
 - Dean's Public Service Award
 - Pro Bono Publico Medal
- University of Akron (B.A., Political Science, 2013)
 - *summa cum laude*
 - Order of Omega
 - Phi Sigma Alpha
 - Sprinter, Women's Track and Field

Bar Admissions

Before joining Dorsey, Melonie served as a law clerk to the Honorable Roy S. Payne in the Eastern District of Texas. During her clerkship, Melonie worked on a variety of cases, including employment discrimination and patent infringement.

- California
- Texas
- Alabama

Select Experience

Labor and Employment

- Discrimination
- Harassment
- Retaliation
- Termination and Disciplinary Actions

Court Admissions

- U.S. District Court for the Northern, Central, Eastern, and Southern Districts of California
- U.S. District Court for the Northern, Middle, and Southern Districts of Alabama
- U.S. Court of Appeals for Veterans Claims

Professional Affiliations

- President-Elect, Thurgood Marshall Bar Association
- Member, Mommy Esquire Committee, Orange County Bar Association
- Member, California Lawyers Association: Labor & Employment Law and Privacy Law Sections
- Member, American Bar Association: Labor and Employment Law Section
- Member, Federal Bar Association: Orange County, CA Chapter

Clerkships

- United States District Court, Eastern District of Texas, Honorable Roy S. Payne, 2018–2019

Accolades

- *Best Lawyers® Ones to Watch in America*, Labor and Employment Law – Management, Labor and Employment Litigation, Privacy and Data Security Law, Southern California, 2025-2026
- *The National Black Lawyers*, "Top 100," 2025
- "California Top 40 Under 40," 2025
- Contributed more than 50 Diversity & Inclusion hours, 2021-2024
- Orange County Coalition for Diversity Lawyers of Orange County, "Top 10 Young Diverse Lawyers of Orange County"

Languages

- French (basic conversational proficiency)

Additional Information

- Co-Author, *Non-Monetary Relief*, in A PRACTITIONER'S GUIDE TO CLASS

Insights

July 2, 2024

Legislative Action Heralds Sweeping Changes to PAGA, Resulting in Tools for More Effective Administration and Potential to Curb Abuse, Benefiting Both Employers and Workers

October 16, 2023

Melonie Jordan Discusses the CROWN Act on the Bloomberg Law Podcast

September 14, 2023

New AI Lawsuits Relating to the Use of Allegedly Stolen Data

November 15, 2021

How Large Employers Can Prepare for CCPA/CPRA Obligations for “HR Data” in 2022

October 13, 2021

Three More California Privacy Bills Become Law: CCPA Rulemaking Responsibility, Genetic Data Breaches, and New Genetic Information Privacy Act

July 22, 2021

Mysteries Solved! California Attorney General Reveals CCPA First-Year Enforcement and Launches Consumer Complaint Tool

July 16, 2021

Missed Meal Period Penalty Must Include Adjustment for Nondiscretionary Payments

June 30, 2021

“No Concrete Harm, No Standing” – Supreme Court’s TransUnion v. Ramirez Decision Clarifies Federal Court Standing Requirements for CCPA and BIPA Class Actions

March 3, 2021

CCPA Class Actions and Standing Requirements

January 14, 2021

California Supreme Court Finds that Dynamex Decision Regarding the Standard for Worker Classification Applies Retroactively

January 6, 2021

California Qualified Employers May Receive Tax Credit Boost for New Hires