

Ryan Gehbauer

Partner

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Ryan collaborates with employers to address workplace issues with clarity, efficiency, and a focus on helping employers reduce risk, control costs, and make sound, practical decisions about their workforce.

Ryan is passionate about partnering with clients and collaborating with their leadership, human resources, and legal teams to pursue efficient, practical employment law solutions that prevent liability, solve problems before they escalate, and align with their values and business objectives. A trusted advisor and experienced litigator, he represents employers of all sizes across the country and a range of industries, helping organizations navigate a wide range of workplace issues, disputes, and transactions with strategic, insightful counsel.

Always keeping the big picture in mind, Ryan handles matters arising from all aspects of the employment relationship, including wage and hour issues, hiring disputes, background checks, and restrictive covenants. He advises clients on employee terminations and workforce reductions; leaves of absence; workplace investigation and policies; workplace safety and OSHA claims; and complaints involving discrimination, retaliation, and harassment. He also regularly counsels employers on non-compete, proper competition, and trade secret issues and leads them through related litigation.

When employers face litigation, Ryan brings a calm, professional presence to the case while strategically protecting his clients' interests. Known for his adaptability, he thinks on his feet and adjusts his approach to meet evolving case, and client, dynamics. Ryan represents clients in federal, state, and appellate courts—including numerous appeals before the Seventh Circuit—as well as in arbitrations, mediations, and government agency proceedings.

On the transactional side of his practice, Ryan advises healthcare entities and other clients on the full spectrum of employment issues tied to workplace-altering events such

Education

- University of Wisconsin Law School (J.D., 2014)
- University of Kansas (B.S., 2007)

Bar Admissions

- Texas
- Illinois
- Wisconsin

as mergers and acquisitions. He routinely drafts and negotiates employment and severance agreements, with particular emphasis on employment and related agreements in the health care industry.

Clients value Ryan for being responsive, pragmatic, and routinely committed to their success, as well as for understanding the operational and human realities behind employment decisions. By combining legal insight with a business-minded perspective, Ryan helps employers move forward with confidence while minimizing disruption and exposure.

Select Experience

- Achieved dismissal of a failure to hire discrimination case affirmed by the 7th Circuit.*
- Obtained a partial verdict in a federal court jury trial of an FMLA interference case. *
- Obtained a completely favorable jury verdict in a sexual harassment lawsuit in Cook County, Illinois. *
- Secured a favorable summary judgment ruling in a disability discrimination and tortious interference case affirmed by the Michigan Court of Appeals. *

Accolades

- *Best Lawyers® Ones to Watch in America*, 2023-2025
- *Texas Super Lawyers®*, "Rising Stars," 2024
- *Illinois Super Lawyers®*, "Rising Stars," 2019-2023