

# Debbie Whittle Durban

## Partner

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Debbie's vast experience in employment law includes defending employers against various employment-based legal claims, advising companies in matters involving ADA public accommodations standards, counseling employers in efforts to avoid litigation, drafting employment policies and handbooks, and more. She focuses her practice on employment and labor issues, commercial litigation, and trade secrets, and non-compete advice and litigation.

## Experience

The following is a selected sampling of matters and is provided for informational purposes only. Past success does not indicate the likelihood of success in any future matter.

### Experience

- Has defended employers against individual and class claims of employment discrimination on the basis of age, race, national origin, disability, religion, and sex, including sexual harassment; wage and hour claims, Family and Medical Leave act issues, enforceability of covenants not to compete, breach of employment contracts; retaliation; wrongful discharge; trade secrets, ERISA, and other employment-related suits
- Has represented companies regarding compliance with ADA public accommodation standards
- Has counseled employers on compliance issues and development of strategies designed to avoid litigation
- Has drafted and revised policies and handbooks for employers and institutions of higher education

## Recognitions

The bar rules of some states require that the standards for an attorney's inclusion in certain public accolades or recognitions be provided. When such accolades or recognitions are listed, a hyperlink is provided that leads to a description of the respective selection methodology.

## Education

University of South Carolina School of Law, JD, cum laude (1999)

University of South Carolina, BA,  
Political Science

## Admissions

North Carolina

South Carolina

U.S. Court of Appeals for the Fourth Circuit

U.S. District Court for the District of South Carolina

U.S. District Court for the Middle District of North Carolina

## Certifications

Certified Specialist in Employment and Labor Law, South Carolina Supreme Court

## Practice Areas

[Commercial Litigation & Business Torts](#)

[Employment & Labor](#)

[Intellectual Property Litigation](#)

[Life, Health, Disability & ERISA](#)

[Higher Education](#)

- [The Best Lawyers in America®](#), Labor and Employment Litigation (2013–2026)
- [Benchmark Litigation](#), South Carolina "Labor and Employment Star" (2021–2022)
- S.C. Supreme Court Pro Bono Honor Roll ([2019](#), [2020](#), [2021](#))
- [South Carolina Super Lawyers](#)(2010–2012)

## Professional Activities

- American Bar Association
- South Carolina Defense Trial Attorneys' Association
- Defense Research Institute
- South Carolina Women Lawyers Association

## Community

- Member, South Carolina Commission on Higher Education (1994–1996)

## Leadership

- Advisory Board, Employment and Labor Law Specialization
- Board Member, Employment and Labor Law Section, SC Bar

## Articles & Speeches

### Insights

- [How FLSA Actions Are Playing Out Amid Split On Opt-In Issue](#)- Co-Author (April 4, 2023)
- [Disability in the Workplace](#)- Author (October 27, 2021)
- [S.C. Gov. McMaster Issues Executive Order Closing Non-Essential Businesses](#)- Co-Author (March 31, 2020)
- [Charleston, Columbia, and Myrtle Beach Issued Stay at Home Orders: What Does that Mean For My Business?](#)- Co-Author (March 27, 2020)

### Events/Speaking Engagements

- South Carolina Alumni Employment Law and Ethics CLE - Moderator (September 28, 2022)
- [Women in Philanthropy and Leadership Celebrates Inspiring Women](#)- Speaker (February 6, 2018)

### Alerts

- [Personal Jurisdiction of Opt-In Plaintiffs Under the FLSA: Will the Supreme Court Resolve the Circuit Split this Summer?](#), Additional Nelson Mullins Alerts (March 3, 2023)

### Blogs

- [Seventh Circuit Adopts Middle-Ground Approach to FLSA Notice in Richards v. Eli Lilly](#), The HR Minute - Author (August 7, 2025)