



Thomas J. Lyons

Senior Counsel

303-628-3355

lyonst@hallevans.com

Mr. Lyons' multi-faceted trial practice emphasizes the defense of employment, discrimination and federal civil rights matters, as well as contract and complex commercial litigation disputes, along with a variety of claims involving Colorado public entities. These responsibilities have led to multiple jury trials in both state and federal courts, including trials of Title VII, ADEA, Rehabilitation Act and other federal and state employment claims.

Education

JD: University of Colorado School of Law, 1977

BA: Claremont McKenna College, 1974, *cum laude*, History, Political Science

Bar Admissions

Colorado, 1977

U.S. District Court, District of Colorado

U.S. Court of Appeals, Tenth Circuit

Drawing on extensive experience in the administrative law arena, Mr. Lyons is also involved in a multitude of administrative proceedings, including proceedings before the EEOC and the Colorado Civil Rights Division, as well as multiple business and professional regulating agencies. Additionally, his background in legislative drafting and analysis at the state and federal levels allows him to assist groups and businesses faced with proposed statutory changes and regulations.

His practice includes counseling and representing both for-profit and not-for-profit organizations. Such organizations call on his experience and background in employment matters for assistance as their representative, as well as general counsel services. These roles include the opportunity to draft, edit, and amend personnel handbooks, manuals and policies, as well as presenting regular training programs for the employees and managers of clients. For several years, he also developed and presented regular employment and supervisory training programs for the Colorado Local Technical Assistance Program under the auspices of the University of Colorado.

Mr. Lyons' approach to his clients is to provide the most pragmatic advice and counsel possible. His broad legal experience, combined with a thoughtful and communicative approach to legal problems, promotes the effectiveness of his open representation style.

Career Distinctions & Honors

Assistant Attorney General, Tort Litigation and Regulatory Law Sections, State of Colorado, 1982-1990

Trade Regulation Attorney, Denver Office, Federal Trade Commission, 1978-1982

Judicial Clerk to the Honorable Alfred A. Arraj, United States District Court, District of Colorado, 1977-1978

Professional Associations

Faculty of Federal Advocates