

F. Charles Dunlay



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Practice Areas

Employment Law
Civil Rights Litigation
Public Sector Law
Litigation

Education

J.D., University of Kansas School of Law, 1991
B.A., Texas Christian University & London School of Economics, 1988

Bar Admissions

Kansas, 1991
Missouri, 1992
U.S. District Court, District of Kansas
U.S. District Court, Western District of Missouri
U.S. District Court, District of Nebraska
U.S. Court of Appeals, Tenth Circuit

Professional Affiliations

Kansas Bar Association
Missouri Bar Association
American Bar Association
International Municipal Lawyers

F. Charles Dunlay represents the interest of municipalities and employers in labor and employment law, civil rights, and municipal liability. Mr. Dunlay has tried scores of cases for over two decades. He has litigated many civil rights and employment disputes serving as lead counsel in Fair Labor Standards Act collective action, retaliatory discharge, employment discrimination and harassment claims, constitutional cases, Americans with Disability Act cases, and Family Medical Leave Act claims at both the trial and appellate level.

Prior to joining McAnany, Van Cleave, and Phillips, Mr. Dunlay worked in the Johnson County Legal Department, the Unified Government of Wyandotte County/Kansas City, Kansas, and in private practice. With twenty years of experience in representing local governmental entities, Mr. Dunlay is well versed in defending public sector clients. He has developed and presented preventing discrimination and harassment workplace training programs, drafted human resource policies and procedures, negotiated contracts, leases, and collective bargaining agreements, and drafted legislation, contracts, leases, ordinances, and resolutions. Adept in the rules of civil procedure and requirements of electronic data retention, Mr. Dunlay has developed and implemented electronic discovery retention plans and processes.

Mr. Dunlay has published articles and presented on an assortment of topics, including Discipline and Discharge of Municipal Employees: Due Process, First Amendment and Kansas Common Law Implications; Preventing Workplace Harassment; Police Liability: Defending Fourth Amendment Claims; Retaliatory Discharge Claims under Kansas Law; Municipal Liability Under 42 U.S.C. §1983; Fourth Amendment Excessive Force Claims & Use of Deadly Force; Attorney's Fee Awards Under 42 U.S.C. §1988; and Preventing Discrimination & Harassment in the Workplace.

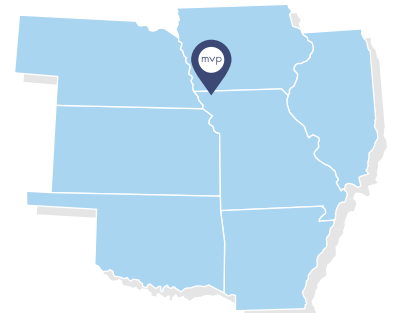
Mr. Dunlay is an engaging trainer and has taught, trained, or presented for the City Attorney's Association, the League of Municipalities, the Kansas Government Finance Officers Association, Lorman® Education Services, and law enforcement academies. Mr. Dunlay has conducted harassment prevention training for numerous employers, municipalities, and local government entities. He has conducted focused executive, board member, and elected official training with regard to municipal liability and final policymaking authority, employment discrimination and harassment prevention, the Americans with Disabilities Act, and the Family Medical Leave Act. Mr. Dunlay has completed leadership development programs and repeatedly presented leadership training regarding leadership philosophy and public service.

Mr. Dunlay is active in the community has coached or coaches in the Blue Valley Recreation District Youth baseball, basketball and softball programs, the Blue Valley Football & Cheerleading Club Youth Football program, and C.Y.O. Basketball teams. He is a former member of the Board of Directors, Sudden Infant Death Syndrome, Kansas City, and served as the Coordinator of Student Mediation Program for Lincoln Preparatory High School. Mr. Dunlay and his wife, Haley, are active supporters of numerous community and charitable organizations and multiple parent teacher and booster clubs. Mr. Dunlay played rugby for London Welsh Rugby Football Club, London, England, served as Legislative Assistant to Member of British Parliament, and financed his college education working as roustabout on an off-shore oil rig. When not practicing law, Mr. Dunlay enjoys coaching youth sports, engaging in community activities, and spending time with his wife and four children.

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