

Dallan F. Flake

dallan_flake@byu.edu · 469.744.1044 · 2036 JFSB, Provo, UT 84602

Experience

Visiting Professor (2013-present)
Brigham Young University (Provo, UT), Department of Sociology
Courses: Law and Society, Marriage and Family, Introductory Sociology

Associate Attorney (2009-2013)
Ogletree, Deakins, Nash, Smoak & Stewart, P.C. (Dallas, TX)
Labor and Employment Practice Group

Associate Attorney (2006-2009)
Winstead PC (Dallas, TX)
Labor and Employment Practice Group

Graduate Student Instructor (2004-2006)
University of Michigan (Ann Arbor, MI), Department of Sociology
Courses: Criminology, Health and Medicine, Marriage and Family, Multicultural America

Education

J.D., University of Michigan Law School (2006)
Journal: MICHIGAN JOURNAL OF INTERNATIONAL LAW (Articles Editor)

M.S., Sociology, Brigham Young University (2003)
Thesis: *Individual, Family, and Community Risk Markers for Domestic Violence in Peru* (portions published in 11(3) VIOLENCE AGAINST WOMEN 353-73 (2005))

B.S., Sociology and Latin American Studies, Brigham Young University (2002)
Honors: *Magna cum laude*
Grants: Two-time grant recipient for field research in Bolivia

Publications

Dallan Flake, *When Any Sentence is a Life Sentence: Employment Discrimination against Ex-Offenders*, 93 WASHINGTON UNIVERSITY LAW REVIEW (forthcoming).

Dallan Flake, *Image is Everything: Corporate Branding and Religious Accommodation in the Workplace*, 163 UNIVERSITY OF PENNSYLVANIA LAW REVIEW 699-754 (2015).

Dallan Flake, *Bearing Burdens: Religious Accommodations that Adversely Affect Coworker Morale*, 76 OHIO STATE LAW JOURNAL 169-216 (2015).

Dallan Flake & Renata Forste, *Fighting Families: Family Characteristics Associated with Domestic Violence in Five Latin American Countries*, 21(1) JOURNAL OF FAMILY VIOLENCE 19-29 (2006).

Dallan Flake, *Individual, Family, and Community Risk Markers for Domestic Violence in Peru*, 11(3) VIOLENCE AGAINST WOMEN 353-73 (2005).

Tim Heaton, Tina Huntsman, & Dallan Flake, *The Effects of Status on Women's Autonomy in Bolivia, Peru, and Nicaragua*, 24 POPULATION RESEARCH AND POLICY REVIEW 283-300 (2005).

Jeremy Keele, Renata Forste, & Dallan Flake, *Hearing Native Voices: Contraceptive Use in Matemwe Village, East Africa*, 9(1) AFRICAN JOURNAL OF REPRODUCTIVE HEALTH 32-41 (2005).

Tim Heaton, Renata Forste, John Hoffman, & Dallan Flake, *Cross-National Variation in Family Influences on Child Health*, 60(1) SOCIAL SCIENCE AND MEDICINE 97-108 (2005).

Works in Progress

Dallan Flake, *After Abercrombie: Religious Discrimination Based on Employer Misperception*.

Dallan Flake, *Unduly Burdened: How Differential Evidentiary Standards Impact Religious Accommodation Claims*.

Eric Dahlin, Benjamin Gibbs, & Dallan Flake, *Who's Winning Innovation—Organizations or Individuals? A Knowledge-Based View of Innovation in the United States*.

Other Writings

Ron Chapman, Jr. & Dallan Flake, *Employers Should Reassess Strategy in Light of New Rulings from the Supreme Court*, INHOUSE BLOG (Aug. 2, 2013), www.inhouseblog.com/employment-rulings-supreme-court/.

Denise C. Villani & Dallan Flake, *HIV and the Workplace: An Update for Employers*, THE EMPLOYMENT LAW AUTHORITY 4 (Mar./Apr. 2011).

Ron Chapman, Jr. & Dallan Flake, *California Case Highlights Importance of Antidiscrimination Training*, 5(9) JOURNAL OF CORPORATE RECRUITING LEADERSHIP 13 (2010).

Ron Chapman, Jr. & Dallan Flake, *New Non-Compete/Non-Solicit Lawsuit Illustrates Challenges of Social Media in the Workplace*, 5(6) JOURNAL OF CORPORATE RECRUITING LEADERSHIP 14-15 (2010).

Presentations

After Abercrombie: Religious Discrimination Based on Employer Misperception, Indiana University Maurer School of Law Colloquium on Scholarship in Employment and Labor Law, Bloomington, IN (2015).

When Any Sentence is a Life Sentence: Employment Discrimination against Ex-Offenders, Law and Society Association Conference, Seattle, WA (2015).

Marginalizing Moms: Discrimination against Mothers in the Workplace, Brigham Young University Women's Studies Conference, Provo, UT (2014).

Union Formation in Developing Countries: Trends, Determinants, and Cross-National Variance, American Sociological Association Conference, Atlanta, GA (2003).

Determinants and Manifestations of Women's Autonomy in Bolivia and Nicaragua, Population Association of America Conference, Minneapolis, MN (2003).

Explaining Wife Abuse in Peru: An Ecological Approach, Pacific Sociological Association Conference, Pasadena, CA (2003).

Fighting Families: Personal and Relationship Factors Associated with Domestic Violence in Latin America, Population Association of America Conference, Atlanta, GA (2002).

Fighting Families: Personal and Relationship Factors Associated with Domestic Violence in Bolivia and Colombia, Pacific Sociological Association Conference, Vancouver, BC (2002).

Affiliations

State Bar of Texas

Utah State Bar (pending)

Texas Board of Legal Specialization, Certified in Labor and Employment Law (2011)

American Bar Association

American Sociological Association

Law and Society Association

J. Reuben Clark Law Society

Teaching Interests

Civil Procedure

Evidence

Employment Law/Employment Discrimination

Labor Law

Law and Society

Research Interests

Title VII of Civil Rights Act of 1964

Religious Discrimination in the Workplace

Employment of Ex-Offenders

Dynamics of Discrimination in the Modern Workplace