



Dipak P. Patel

Of Counsel

T: (303) 894-4485

Dpatel@fwlaw.com

Dipak has deep experience representing both businesses and individuals in civil litigation, employment law, and complex commercial law. He offers practical advice on all aspects of the employment relationship and serves as litigation counsel when disputes arise.

Dipak regularly represents companies and their owners in agency proceedings and in court, and also assists individuals with severance agreements, discrimination claims, and wage disputes. He frequently advises clients in severance negotiations, providing nuanced analysis of employment policies, non-compete and non-solicitation provisions, and confidentiality agreements. His professionalism and ethical approach have earned him the respect of clients and peers alike.

His diverse client base has included a fast-growing organic food startup, one of the world's 50 fastest-growing woman-owned companies, and a leading oil and gas consulting business. Across industries, Dipak provides creative legal solutions, practical industry insight, and efficient, cost-effective representation.

Originally from Los Angeles, Dipak has lived and studied in Toronto, Columbus, Oxford, Paris, and Geneva. Outside the office, he enjoys spending time with his daughter and training for IronMan triathlons.

Education

Ohio State University College of Law, J.D., 2001
University of Toronto, B.A., 1997

Bar Admissions

Colorado (2001)
Colorado Supreme Court (2001)

Practice Areas

Employment
Litigation
Business and Commercial Litigation

Recognitions

- *Best Lawyers*, 2023-2026
 - Employment Law – Individuals
 - Employment Law – Management
 - Family Law
 - Litigation – Labor and Employment
 - Personal Injury Litigation – Defendants
- *Colorado Super Lawyers*, 2017-2025
 - Top-Rated Employment & Labor Attorney, Super Lawyers, Boulder, CO, 2017 – 2020
- AV Preeminent Rated, Highest Level of Professional Excellence, Martindale-Hubbell, 2017 – Present
- Pro Bono Award Recipient, Boulder County Legal Services, 2016 – 2017



Professional Affiliations

- American Bar Association, Member, 2000 – Present
- Colorado Bar Association, Member, 2001 – Present
- Boulder Bar Association, Member, 2001 – Present
- USA Triathlon, Member, 2003 – Present

Community Involvement

- Boulder Legal Clinic, volunteer

Representative Experience

- Federal Court litigation on behalf of longtime airline employee engaging in off-duty conduct (posting on social media and engaging in petitioning activity) alleging employer wrongfully terminated her in contravention of Colorado statute protecting employee lawful off-duty activity.

- Arbitration of dispute involving fraud, statutory civil theft, and civil conspiracy involving disputed sale of business assets including a franchise license; enforced \$536,000 judgment by setting aside fraudulent conveyances.
- Successful defense of commercial litigation action brought against company and owner clients involving an international distributor agreement in which plaintiff's claims exceeded \$10,000,000 in both arbitration and district court.
- Representation of several Colorado employers through state and federal departments of labor investigations and hearings involving alleged employee misclassification and wage and hour issues.
- Enforcement of \$1.6 million judgment lien by, among other methods, marshaling debtor's real properties and homestead through levy and execution (Sheriff's sales).
- Assistance to oil and gas well-site supervision and consulting company (and its principals) in overcoming a state agency's determination of successor liability and its associated insurance rate consequences.
- Successful representation of individuals through U.S. Equal Employment Opportunity Commission (EEOC) and Colorado Civil Rights Division (CCRD) Probable Cause findings in cases involving employer retaliation or discrimination based on gender, sexual harassment, age, religion, race, and national origin.
- Negotiation of various severance or separation agreements for employees and employers, where appropriate.
- Advise individual and entity clients concerning the enforceability of provisions in non-competition agreements, non-disclosure/confidentiality agreements, and employment policies.
- Advocacy for family law clients, including those in high-conflict relationships, in actions for the allocation of parental rights or dissolution of marriage.
- Assist secured creditor clients perfect and foreclose on their security interests in collateral.
- Assistance to victims of sexual harassment and hostile work environment in having the Department of Justice (DOJ) and the Colorado Civil Rights Commission accept their cases for co-prosecution.
- Successful defense of a medical doctor client from an overzealous medical practice's attempts to enforce a non-competition agreement and attendant liquidated damages forfeiture clause.
- Negotiation of favorable severance terms for an executive-level creative professional separated from an international company located in Colorado.
- Successful defense of client against a party asserting theories of common law marriage, fraud, and other civil claims.
- Obtained verdict for individual in wage claim litigation for \$30,000+ in back pay, interest, and penalties.
- Assistance to multi-state employer in the prompt resolution of multiparty employment tort claims including fraudulent concealment and fraudulent inducement into employment.
- Counsel to one of 50 fastest growing woman-owned companies globally on employer best practices and compliance with labor and employment law for its 15,000+ employees.
- Settlement of numerous personal injury cases including several for policy limits.