

## Stephanie D. Halford

FlexTime Attorney

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## Focus Areas

Littler CaseSmart

## Overview

Stephanie D. Halford is a member of the Littler CaseSmart® team and is based in California. She is responsible for early case evaluation (ECE). At the outset of each employment litigation matter, she identifies and reviews pertinent documents, interviews relevant witnesses, and drafts an ECE report for clients' cases. In keeping with each client's litigation philosophy, she partners with the local Littler litigation team and assists in developing and executing strategies for effectively handling litigation.

Prior to joining Littler CaseSmart, Stephanie regularly handled employment cases in Hawaii and California, practicing in state and federal courts, as well as before the Equal Employment Opportunity Commission, the Hawaii Civil Rights Commission, and the California Department of Fair Employment and Housing on matters arising under:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Family and Medical Leave Act (FMLA)
- Related state laws

In addition, Stephanie has advised clients on a wide range of employee relations matters, including:

- Workplace harassment
- Internal investigations
- Compliance with FMLA and ADA
- Human resource policies and practices
- Wage and hour compliance
- Disciplinary action and termination
- Employment agreements

- Separation agreements

Previously in private practice, Stephanie initially handled cases involving property disputes, fraud, and personal injury. She later began to concentrate on employment law, including litigation and counseling. Stephanie began her career as a deputy attorney general with the California Department of Transportation where she gained significant litigation and trial experience in personal injury, property, and constitutional law. She served as second chair on two civil trials and acted as first chair in administrative law hearings involving outdoor advertising.

In law school, Stephanie served as research and later articles editor for the *Thomas Jefferson Law Review*. During law school she also externed for Judge Charles R. Hayes (ret.) of the San Diego Superior Court, Justice Patricia D. Benke of the California Court of Appeals, and Magistrate Judge Ruben B. Brooks of the Southern District of California.

## Professional and Community Affiliations

- Member, Military Spouse J.D. Network
- Member, TIPS Employment Law and Litigation Committee, American Bar Association

## Education

J.D., Thomas Jefferson School of Law, 2005, *magna cum laude*

B.A., University of California, San Diego, 2002

## Bar Admissions

California

## Courts

U.S. District Court, Southern District of California

U.S. District Court, Central District of California

U.S. District Court, District of Hawaii

## Publications & Press

### **Expanding Remote Access Employment: Considerations for the Employer**

*TIPS Employment Law and Litigation Newsletter (ABA)*

Fall 2015