



## Jasmine E. Grant

Partner

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210-757-0114

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Jasmine Grant focuses her practice primarily on labor and employment litigation, defending employer clients in legal matters before administrative agencies, such as the EEOC and TWC, as well as in state and federal courts. Jasmine has assisted employers in conducting third-party investigations into allegations of misconduct by current or former employees.

She also assists employers in drafting and revising personnel forms like personnel policies, employee contracts, and employee handbooks. She routinely assists employers with correctly applying state and federal statutes like the FLSA, FMLA, and ADA.

Her litigation experience includes handling lawsuits involving wrongful termination, sex and gender discrimination, sexual harassment, religious accommodations, race discrimination, contract disputes, and various tort claims.

Jasmine is energized by solving problems for her clients and enjoys the challenge of analyzing issues and finding solutions that work best for the people and entities she represents. She anticipates client needs and prepares a strategy that considers their desired outcomes while considering the realities of the legal process. Jasmine prides herself on maintaining effective communication with her clients and meeting their individualized needs.

### Background

Before joining the firm, Jasmine worked for a boutique commercial litigation firm, representing small businesses, large corporations, and governmental entities in various legal matters, and with a reputable school law firm representing private schools, charter schools, and independent school districts in litigation and administrative proceedings.

## Representative Experience

Successfully obtained an order from the Third Court of Appeals reversing the lower court's decision denying a plea to the jurisdiction for a public charter school client based on immunity and rendering the decision in favor of the school.

Assisted in obtaining a favorable settlement in a federal lawsuit filed against a public charter school client by a former high-level executive making allegations of gender discrimination and breach of contract after an investigation report created for the school by an external attorney investigator was successfully protected from disclosure under the attorney-client privilege.

Conducted an independent investigation for a South Texas school district based on a complaint of sexual harassment against a high-level employee. The investigation included conducting interviews of current and former employees in both English and Spanish. Presented a thorough report of findings to the Board of Trustees in closed session.

Successful in having three individuals added as responsible third parties in a negligence lawsuit against a daycare client where the responsible third parties were later named as additional defendants by plaintiffs.

## Awards & Recognition

SCENE IN SA: BEST S.A. LAWYERS

Rising Star Lawyer

2021-2023

## Related Services

Governmental Entities and Civil Rights Defense

Labor & Employment

## Education, Admissions & Activities

### EDUCATION

University of Texas School of Law

J.D., 2016

Chicano/Hispanic Law Students' Association, President

Managing Editor, Texas Environmental Law Journal

University of Texas at San Antonio

B.B.A., summa cum laude, 2009

Management

Centro Cultural Cubano Scholarship Recipient

#### BAR ADMISSIONS

Texas

2016

#### COURT ADMISSIONS

United States District Court of Texas

Northern, Eastern, Southern, and Western

United States District Court of Appeals

Fifth Circuit

#### PROFESSIONAL AND COMMUNITY ACTIVITIES

Alexander Briseño Leadership Development Program

Graduate, 2020

Bexar County Women's Bar LEAD Academy

Graduate, 2019

San Antonio YWCA

Secretary of the Board, 2025

Board member, 2000 to present

#### LANGUAGES

Spanish