

## Stephanie S. Rojo

Partner

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Stephanie Rojo is a commercial litigator who represents businesses, non-profits, and their directors and officers in a variety of commercial disputes, including breach-of-contract claims, claims of breach of fiduciary duty, fraud, and misrepresentation, Deceptive Trade Practices Act cases, and community association and condominium governance issues.

Additionally, she represents employers and their leadership in discrimination and retaliation lawsuits and charges of discrimination, wage claims, suits for breach of contract and various employment-related torts, and suits for violation of state and federal statutes, such as the FLSA, the FMLA, WARN, and the Texas workers' compensation retaliation statute.

Stephanie has prepared hundreds of employment contracts, severance agreements, non-competes, and other restrictive covenants, arbitration agreements, and employee handbooks and policies. She advises clients daily on handling complex HR issues, compliance with various employment statutes, and proactively avoiding employee complaints.

### Representative Experience

#### EMPLOYMENT CASES & CONSULTING

Obtained a full take-nothing defense verdict for an employer in a federal race discrimination lawsuit, following the voluntary dismissal of a number of other discrimination claims in advance of trial.

Obtained summary judgment for a Fortune 500 company in a lawsuit alleging violations of the FMLA as well as race and disability discrimination.

Obtained voluntary dismissal of a race discrimination claim and summary judgment on the remaining retaliation claim, affirmed on appeal by the First Court of Appeals.

Obtained the dismissal of an Equal Pay Act-type in state and then federal court, obtaining sanctions against the plaintiff after the federal dismissal.

Obtained summary judgment for an employer in a lawsuit alleging pregnancy and disability discrimination, affirmed on appeal by the Fifth Circuit.

Obtained a jury verdict for an employer in a Fair Labor Standards Act lawsuit for the alleged misclassification of an exempt employee.

Obtained the voluntary dismissal of a race and national origin discrimination and retaliation claim pending against a restaurant chain following the plaintiff's deposition.

Obtained summary judgment for an employer in a workers' compensation retaliation lawsuit.

Successfully advised a client on a 300-employee layoff including providing advice on avoiding disparate impact claims, WARN Act compliance, and severance packages, without litigation ensuing for the business.

#### COMMERCIAL LITIGATION & COMMUNITY ASSOCIATIONS

Obtained a favorable stipulation limiting damages and ultimately the favorable resolution of a lawsuit alleging, among numerous other claims, breach of employment contract by a company's founders.

Successfully resolved four lawsuits by over a dozen investors and an additional lawsuit by the company's bankruptcy estate, alleging fraud and misrepresentations by the company's officers, within the limits of available insurance.

Obtained summary judgment for an association in a case seeking a determination that the association's declaration had expired and suing the association for tortious interference.

Obtained summary judgment on several claims by a custom homebuilder against a homeowners association, leading to the case's resolution on highly favorable terms.

Obtained the dismissal of an action brought against a homeowners association involving an alleged improper foreclosure, as well as sanctions against the plaintiff.

Obtained the dismissal of a student's 42 U.S.C. §1983 claims against a school district in a federal case involving allegations of the use of excessive force by a school district police officer.

## Awards & Recognition

#### BEST LAWYERS IN AMERICA

Listed for Employment Law – Management and Litigation – Labor and Employment  
2026

#### AUSTIN MONTHLY TOP ATTORNEYS

Listed for Labor and Employment

2020-2024

#### [SUPER LAWYERS](#)

Listed for Employment Litigation: Defense, Business Litigation, and Employment & Labor: Employer

2019-2023

#### [TEXAS SUPER LAWYERS](#)

Up-and-Coming 50 Women list

2017-2018

#### [H TEXAS MAGAZINE](#)

Houston Professionals on the Fast Track list

2008-2009

#### [SUPER LAWYERS](#)

Rising Star

2007-2008, 2011-2018

### [Related Services](#)

[Business and Commercial](#)

[Labor & Employment](#)

### [Publications & Speaking Engagements](#)

[The COVID-19 Vaccine Part 2](#)

Dec 23, 2020

[Supreme Court Reaffirms and Clarifies Ministerial Exception to Employment Discrimination Laws Under First Amendment's Religion Clause](#)

Jul 10, 2020

[U.S. Supreme Court Settles Issue of Title VII Protections for LGBTQ+ Employees](#)

Jun 15, 2020

[Is Sexual Orientation Discrimination Unlawful? Supreme Court to Decide!](#)

Jun 4, 2019

[Sexual Harassment and LGBT Issues in Employment Law](#)

ABA Labor & Employment Section Monthly Meeting

2019

## **Reptile Theory in Employment Cases**

CLM Management & Professional Liability Conference

2018

## **The #MeToo Movement & Its Impact on Employment Claims & Coverage**

ABA Women in Insurance Conference

2018

## **NLRB Overturns Obama Pro-Union Decisions**

Dec 19, 2017

## **Employment Law from A to Z and ADA, FMLA, Workers' Comp Bermuda Triangle**

Independent Insurance Agents of Dallas, Inc. Monthly Meeting

2017

## **Shining Some Light on the Installation of Solar Panels in Deed Restricted Communities**

State Bar of Texas Webcast

2017

## **Labor & Employment News: Volume 2014, Issue 1**

Mar 3, 2014

## **Labor & Employment News: Volume 2013, Issue 1**

Jun 14, 2013

## **Revised FMLA Regulations Effective March 8, 2013**

Mar 13, 2013

## **Labor & Employment News: Volume 2012, Issue 2**

Aug 7, 2012

## **Labor & Employment News: Volume 2012, Issue 1**

May 1, 2012

## **Labor & Employment News: 2010, Issue 2**

Aug 11, 2010

## **Labor & Employment News: 2009, Issue 3**

Sep 11, 2009

## **Labor & Employment News: 2009, Issue 2**

Jun 1, 2009

## **Labor & Employment Law Alert – COBRA Premium Changes**

Mar 30, 2009

Labor & Employment News: 2009, Issue 1

Jan 30, 2009

Labor & Employment News: 2008, Issue 3

Sep 1, 2008

Labor & Employment News: 2008, Issue 2

Jun 2, 2008

Labor & Employment News: 2008, Issue 1

Jan 1, 2008

Labor & Employment News: Volume 8, Issue 2

Apr 2, 2007

New Federal Rules Address “Electronically-Stored Information”

Jan 15, 2007

Labor & Employment News: Volume 8, Issue 1

Jan 2, 2007

Preparation and Strategy Considerations in Filing and Prosecuting Coverage Litigation

Dec 6, 2006

Labor & Employment News: Volume 7, Issue 4

Oct 9, 2006

Only Willful Absences or Tardiness Deductions Allowed with Fluctuating Workweek

Sep 27, 2006

“Sufficiently Definite” Contract is Close Enough — Owner Qualifies as Additional Insured

Apr 10, 2006

Coverage News: Volume 6, Issue 1

Apr 3, 2006

Job Coach May Be A “Reasonable Accommodation”

Mar 31, 2006

Labor & Employment News: Volume 7, Issue 2

Mar 1, 2006

Asbestos-Related Disease: Not a “Bodily Injury by Accident”

Oct 15, 2005

The Unqualified Defense Under Traver and Davalos

Dec 6, 2004

## Education, Admissions & Activities

### EDUCATION

University of Houston Law Center

J.D., 2003

Houston Business & Tax Law Journal

### BAR ADMISSIONS

Texas

2003

### COURT ADMISSIONS

United States District Court of Texas: Northern, Southern, Eastern, Western

United States Court of Appeals, Fifth Circuit

United States Supreme Court

### PROFESSIONAL AND COMMUNITY ACTIVITIES

Austin Bar Association, Labor & Employment Section

Treasurer (2016-2017), Secretary (2017-2018), Chair (2018-2019)

State Bar of Texas, Labor & Employment Law Section

Robert W. Calvert Inn of Court

Barrister

Texas Bar Foundation

Fellow

Austin Bar Foundation

Fellow

Claims and Litigation Management Alliance (CLM)

President of the Austin-San Antonio Local Chapter (2016-present), Member of the Management & Professional Liability Committee

Travis County Women Lawyers Association

Designation of Certified Litigation Management Professional, October 2017

CLM Litigation Management Institute

Board Certified in Labor & Employment Law

Texas Board of Legal Specialization

LANGUAGES

Spanish