

Vicki Phipps

Shareholder

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Practice Areas

Higher Education
Complex Litigation and Jury Trials
Leaves of Absence and Disability Accommodation
Employment Practices Audits
Hospitality

Overview

Victoria (Vicki) Phipps represents employers in all aspects of labor and employment law in a variety of industries, including oil and gas, healthcare, retail, food and beverage and education. She has significant trial experience that includes more than 25 jury trials in federal and state courts, and she has arbitrated more than 100 matters related to retaliation, discrimination and harassment. She has particular experience with:

- Violations of statutes focusing on Family and Medical Leave Act leaves of absence
- Title VII
- 42 U.S.C. Section 1981 and 1983
- The Americans with Disabilities Act
- The Uniformed Services Employment and Reemployment Rights Act
- The Family Educational Rights and Privacy Act
- The Freedom of Information Act
- The Worker Adjustment and Retraining Notification Act
- The Public Information Act
- Federal and state mandated substance abuse testing

Vicki defends and litigates on behalf of private and public educational institutions at hearings, adjudications, trials and appeals related to:

- Title VII, IX, Section 504 of the Rehabilitation Act and various other state and federal employment statutes
- *Dear Colleague Letter* compliance with Title IX requirements
- Sexual harassment and violence
- Investigations
- Due process rights versus the rights of public schools to discipline employees
- Office of Civil Rights complaints and requests for information
- Free speech issues on campus and in social media

Vicki counsels clients on compliance issues and advises them in planning for restructuring, reductions-in-force, leaves of absence, and policies and procedures. She is board certified in labor and employment law by the Texas Board of Legal Specialization and presents seminars on a wide variety of employment issues. Prior to joining Littler, she served as the in-house labor counsel for a Fortune 100 oil and gas company for more than 10 years.

Recognition

- Named, *The Best Lawyers in America*©, 2012-2015

Education

J.D., Washington University in St. Louis, School of Law
B.S., Cornell College

Bar Admissions

Texas

Courts

U.S. Supreme Court
U.S. Court of Appeals, 5th Circuit
U.S. Court of Appeals, 8th Circuit
U.S. Court of Appeals, 10th Circuit
U.S. District Court, Eastern District of Texas
U.S. District Court, Western District of Texas
U.S. District Court, Southern District of Texas

Publications & Press

August 18, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition
Littler Press Release

August 15, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition
Littler Press Release

September 7, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition
Littler Press Release

September 12, 2011

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition
Littler Press Release

November 2005

Workplace Retaliation - Don't Win the Battle, but Lose the War
Houston Business Journal

November 2004

Workplace Violence: Victim Gets Her Day in Court
Law.com, Employment Law Practice Center

September 2004

Religious Freedom and Free Speech in the Workplace
Texas Bar Journal

June 2004

Will Same Sex Marriages Impact the Workplace?
Houston Business Journal

Speaking Engagements

January 29, 2015

New Year, New Hires: Tips and Strategies for Avoiding Litigation Arising from the Hiring Process
Littler Mendelson, Houston, TX

August 14, 2014

The 2014 Houston Employer Conference
Littler Mendelson, Houston, TX

May 15, 2014

An Employer's Guidebook From Hiring to Firing
Employment Law Briefing - The University of Texas at Austin, Austin, TX

April 23, 2014

Disability and the FMLA
National Employment Law Council, San Francisco, CA

August 2, 2012

Patient Protection and Affordable Care Act—What It Means After the Supreme Court's Decision and

What Employers Should Do About It
The 2012 Houston Employer Conference, Littler Mendelson, Houston, TX

August 2, 2012
The 2012 Houston Employer Conference
Littler Mendelson, Houston, TX

June 14, 2012
2012 Littler Healthcare Summit: Critical Employment Law Issues Facing Healthcare Employers Today
Littler Mendelson, Houston, TX

August 11, 2011
The 2011 Houston Employer Conference
Littler Mendelson, Houston, TX

Books & Chapters

- Labor and Employment Law Section, *Fair Labor And Standards Act Treatise*, American Bar Association, editor

Blog Posts

June 30, 2014
Massachusetts Governor Signs Compromise Health Care Staffing Bill
Healthcare Employment Counsel

August 28, 2013
Lack of a Definition for Full-Time Employees in CBA Spells Trouble for Hospital
Healthcare Employment Counsel

May 24, 2013
Jury Awards Lab Technician \$2.14 million in Whistleblower Case
Healthcare Employment Counsel