JENNIFER BERGERON OLIARO

COUNSEL • HOUSTON

JOLIARO@THOMPSONHORTON.COM
713-370-2741

Jennifer is dedicated to helping clients navigate complex legal issues with confidence and clarity. Although she focuses her practice in the areas of education, labor and employment, civil rights and Constitutional law, and Title IX, Jennifer also has vast experience advising on and litigating contractual and commercial disputes.

Drawing on her experience as the former Senior Counsel (Deputy General Counsel) for Austin Independent School District, Jennifer offers a unique perspective on the legal and operational challenges facing public entities in Texas. She understands firsthand the demands placed on organizational leaders and the importance of providing practical, timely legal guidance that supports informed decision-making. Her in-house experience enables her to anticipate clients' needs and offer solutions that are both legally sound and operationally effective. She regularly advises clients on employment matters, student issues, civil rights compliance, Title IX compliance and investigations, policy development, and risk management – and, because of her strong belief that prevention and culture-building are the best strategies to avoid liability, she also offers professional development trainings and workshops in these areas, as well.

Jennifer spent the first seven years of her career litigating and mediating high stakes matters for private clients. So, when litigation becomes necessary, Jennifer is a skilled advocate with experience handling complex discovery disputes, rigorous motion practice, and both bench and jury trials. She has represented clients through every stage of the litigation process, combining thoughtful strategy with strong courtroom advocacy to achieve favorable outcomes. Whether defending claims, responding to government investigations, or guiding clients through sensitive internal matters, she brings a steady, practical approach to every case.

Outside the courtroom, Jennifer enjoys traveling, visiting museums, and spending time with her husband, son, and three cats.

SELECTED CLIENT REPRESENTATIONS

Successfully defended school districts, charter school organizations, and private companies in employment discrimination, harassment, and retaliation lawsuits and administrative proceedings under Title VII, Louisiana Employment Discrimination Law, and Chapter 21 of the Texas Labor Code.

Served as key legal advisor to executive leadership of school district with over 65,000 students and 10,000 employees, as well as oversaw the organization's legal affairs in the General Counsel's absence.

Served as second chair during federal jury trial to advance interests of commercial property owner in multi-million-dollar lease dispute, including management of pre-trial strategy resulting in ten successful pre-trial motions.

REPRESENTATIVE SPEECHES & PRESENTATIONS

"The Legal Survival Guide for Texas Teachers" (legal training and professional development), Livingston Independent School District, July 22, 2026

"2025 Legislative Updates: What You Need to Know," Austin Independent School District, September 2025

PRACTICE AREAS

Constitutional Law
Employment Law
General Counsel
Higher Education
Litigation
Special Investigations
Student Issues
Title IX & Sexual Harassment
Training & Compliance

EDUCATION

J.D., Tulane University School of Law, 2017

B.A. in Environmental Science, Columbia University, 2013

LICENSING & COURT ADMISSIONS

Licensed in Texas and Louisiana

U.S. Court of Appeals for the Fifth Circuit

U.S. District Courts for the Western, Middle, and Eastern Districts of Louisiana

MEMBERSHIPS & RECOGNITIONS

State Bar of Texas: School Law, Labor & Employment, and Litigation Sections

Louisiana State Bar Association

Federal Bar Association

2024 Louisiana Rising Star: Schools & Education, Business Litigation, Environmental

Thompson & Horton LLP

ATTORNEYS | COUNSELORS

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REPRESENTATIVE SPEECHES & PRESENTATIONS (CONTINUED)

"The Legal Survival Guide for Texas Teachers" (legal training and professional development), Livingston Independent School District, July 22, 2026

"2025 Legislative Updates: What You Need to Know," Austin Independent School District, September 2025

"ADL Title IX Update Panel," Panelist, Anti-Defamation League, May 24, 2024

"Navigating Transgender Student Rights," Louisiana Association of Public Charter Schools Annual Conference, December 2021

"Creating and Maintaining a Safe School Environment" (professional development for teachers and school staff related to negligent supervision, IDEA, Title IX, and child abuse reporting requirements), offered annually & upon request