STEPHANIE A. HAMM

PARTNER • HOUSTON

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Stephanie is a litigation partner at Thompson & Horton, where she represents both governmental entities and private companies in high-stakes civil rights, employment, and constitutional law disputes across state and federal court. Her practice centers on claims involving discrimination, retaliation, harassment, excessive force, and violations of free speech, due process, and equal protection rights.

Stephanie's practice extends well beyond the courtroom. Stephanie counsels clients on day-to-day employment matters, guides HR teams through leave and accommodation requests, supports internal and external investigations, and represents clients in administrative proceedings before various state and federal agencies. She also advises governing boards on complaint-related legal issues, counsels clients on public information and open meetings compliance, and leads trainings on Title VII, ADA, FLSA, FMLA, Title IX, and related topics.

Before joining Thompson & Horton, Stephanie's practice spanned labor and employment law, commercial litigation, white collar criminal defense, and *qui tam* litigation under the False Claims Act. She earned her law degree from South Texas College of Law Houston, where she was a varsity moot court advocate, won several brief-writing and best speaker awards, and was a member of the *South Texas Law Review*. She also interned for United States District Judge David Hittner of the Southern District of Texas.

SELECTED CLIENT REPRESENTATIONS

Obtained a federal jury verdict in favor of a school district in a Title IX case involving allegations of student-on-student sexual assault

Successfully defended a school district and its employee against claims of excessive student discipline and disability discrimination in T.O. v. Fort Bend Independent School District, 2 F.4th 407 (5th Cir. 2021), cert. denied, 142 S. Ct. 2811 (2022)

Obtained summary judgment in favor of school district on former student's free speech and due process claims brought under the First and Fourteenth Amendments, and also obtained summary judgment on behalf on school district employees based on qualified immunity

Obtained dismissal of breach of contract and declaratory judgment claims brought by former student relating to his student records and disciplinary history

Obtained summary judgment in favor of large community college system on student's ADA failure-to-accommodate claim

Obtained summary judgment in favor of community college on former employee's Title VII race discrimination and retaliation claims

Obtained summary judgment in favor of school district on student's Title IX claims arising from an alleged student-on-student sexual assault

Successfully defended the dismissal of constitutional and wrongful death claims asserted against school district police officers on appeal to the United States Court of Appeals for the Fifth Circuit

Argued to the United States Court of Appeals for the Fifth Circuit in Title IX appeal after successfully obtaining summary judgment on behalf of school district

Successfully represented both community college and school district police departments in administrative hearings relating to former police officers' discharge designations, resulting in denial of police officers' F5 appeals

PRACTICE AREAS

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

EDUCATION

J.D., magna cum laude, South Texas College of Law Houston, 2009

B.A., summa cum laude, University of Saint Thomas, 2006

LICENSING & COURT ADMISSIONS

Licensed in the state of Texas

U.S. District Court for the Southern, Western, and Eastern District of Texas

U.S. Court of Appeals for the Fifth Circuit

Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization

MEMBERSHIPS & RECOGNITIONS

Education Law Association

Texas Association of School Boards – Council of School Attorneys

Texas Super Lawyers, Schools & Education, 2022

Texas Rising Star, Schools & Education, 2020–2022

Texas Rising Star, Employment Litigation (Defense), 2019

Texas Rising Star, Employment Litigation (Plaintiff), 2017–2018

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

Thompson & Horton LLP

ATTORNEYS | COUNSELORS

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REPRESENTATIVE PRESENTATIONS, TRAININGS, & SPEECHES

"Tinkering Around in a Post-Mahanoy World: An Update on Student Free Speech Cases", COSA School Law Seminar (April 2023)

"How is this Reasonable? Answers to Common Leave and Accommodation Questions in the Never-Ending COVID Era," Region 4 ESC Critical Legal Issues Seminar (September 2022)

"The New(ish) Era of Title IX: The K-12 Title IX Coordinator," Splendora ISD (July 2022)

"We're All in this [Lawsuit] Together? How the New Sexual Harassment Laws in Texas Drastically Expand Liability for Both Employers and Employees," Thompson & Horton Webinar (February 2022)

"Free Speech: When Does Free Speech Become Hate Speech?" co-presenter with Chris Gilbert, Legal Issues for Texas School Administrators, University of St. Thomas