

Lara C. de Leon

PARTNER

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Lara is an experienced trial lawyer and client advocate. Her extensive career has involved representing companies of all sizes, across many industries, in all aspects of employment law. Lara has successfully defended clients in the courtroom, before administrative agencies, and on appeal.

In addition to litigation, Lara has spent her two-plus decades of experience partnering with clients to counsel them through complex issues involving discrimination, retaliation, accommodation, and wage and hour compliance. Lara has also developed a passion for guiding clients through high-stakes matters involving pay equity, harassment, leave of absence and accommodations. Lara has had the distinct experience of working as in-house counsel for two large, multi-national corporations, which gives her a unique perspective on how to address the intricate issues facing organizations and their employees.

Lara is an accomplished speaker and presenter, having presented on cutting edge employment law topics at local and national events, as well as many online forums. Lara is Board Certified by the Texas Board of Legal Specialization.

Representative Matters

- Obtained Summary Judgment and complete dismissal of federal court matter involving claims of age discrimination and retaliation.
- Obtained appellate court reversal of trial court ruling denying motion to compel arbitration of employment claims.
- Obtained Favorable Arbitration decision for a client against a former employee's claims involving sexual harassment, sexual assault and retaliation.
- Obtained Jury Verdict and dismissal for client in a state court lawsuit alleging sexual harassment and sexual battery.
- Obtained Favorable Arbitration decision and subsequent judgment for client against a former employee's claims involving disability discrimination, failure to accommodate, failure to engage in the interactive process, wrongful termination and interference and retaliation in violation of the California Family Rights Act.

Austin

8911 N. Capital of Texas
Highway
Bldg 3, Suite 3350
Austin, Texas 78759

Orange County

Plaza Tower
600 Anton Blvd
11th Floor
Costa Mesa, California 92626

Practices

California Class Actions

Class/Collective Actions

Employment Litigation
Prevention & Defense

Wage and Hour Compliance &
Litigation

Practice Emphasis

Employment Litigation

Employment Law Advice

Management Training

Harassment Investigations

Industries

Health Care

Education

University of Houston Law Center

- J.D., *cum laude*, 1998
- Articles Editor, Houston
Journal of International Law

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- Obtained Summary Judgment and complete dismissal for client in a current employee's state court lawsuit involving claims of age and religious discrimination, failure to accommodate religious practices, and retaliation.
- Obtained Partial Summary Judgment for client in federal court in connection with former employee's claims of disability discrimination, failure to accommodate, failure to engage in the interactive process, wrongful termination and interference and retaliation in violation of the California Family Rights Act.

Professional & Civic Associations

- American Bar Association, Labor and Employment Law Section
- Society for Human Resources Management
- California Bar Association
- Texas Bar Association
- San Antonio Bar Association, Section on Labor and Employment Law
- Court Appointed Special Advocates (CASA) of San Antonio
- Bexar County Women's Bar Association

Speaking Engagements & Industry Publications

- "Unjustifiable Wage Gaps: How to Spot and Fix Pay Equity Mistakes to Avoid Legal Risk Under the Equal Pay Act and Title VII" presented for BLR, November, 2019
- "Alcoholism, Substance Abuse and Mental Health Issues in the Workplace" presented to the Association of Corporate Counsel, San Antonio Chapter, November 2019
- "Alcoholism, Substance Abuse and Mental Health Issues in the Workplace" presented at the SHRM NorCal Symposium, October 2019
- "Training with Hindsight: What Your Employment Litigator Wishes You Had Trained Your Workforce to Do" presented at Coastal Bend SHRM, September 2019
- "Training with Hindsight: What Your Employment Litigator Wishes You Had Trained Your Workforce to Do" presented at Rio Grande Valley SHRM, September 2019
- "Wage and Hour Update: What You Need to Know in 2019" presented at the Texas Total Rewards Conference, August 2019
- "When Looks Deceive: Detecting and Accommodating Invisible Disabilities" presented at the SHRM 2019 Annual Conference & Exposition, June 2019

University of Texas at Austin

- B.A., *high honors*, 1995

Bar & Court Admissions

Texas, 1998

California, 2010

U.S. Court of Appeals for the Fifth Circuit

U.S. District Court for the Central District of California

U.S. District Court for the Eastern District of California

U.S. District Court for the Northern District of California

U.S. District Court for the Southern District of California

U.S. District Court for the Eastern District of Texas

U.S. District Court for the Northern District of Texas

U.S. District Court for the Southern District of Texas

U.S. District Court for the Western District of Texas

Languages

Spanish

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- “Alcoholism, Substance Abuse and Mental Health Issues in the Workplace” presented at the SHRM 2019 Annual Conference & Exposition, June 2019
- “What to Expect When You are Expecting: Protections for Pregnant Workers” presented at the SAHRMA General Membership Meeting, July 2018