

Stephanie J. Quincy

Partner

Stephanie is the Chair of the Labor & Employment Practice Group in the Phoenix office, where she maintains a regular caseload of employment litigation matters and has extensive experience handling class action and multi-plaintiff lawsuits. She counsels employers on a variety of employment law matters, including covenants not to compete, wrongful termination, sexual harassment, and defamation.

Stephanie consults with and educates companies of all sizes on employment issues ranging from discipline, hiring, investigation of complaints, and termination, as well as the Fair Labor Standards Act, Family Medical Leave Act, and Title VII.

She has represented employers in administrative matters that include discrimination and harassment charges and wage and hour complaints before state and federal agencies including the Department of Labor, the Equal Employment Opportunity Commission (EEOC), and the Office of Federal Contract Compliance.

Stephanie is recognized by her peers as a leading employment litigator in *Chambers USA*, *Best Lawyers in America* and *Ranking Arizona Magazine*, and in 2014, she was selected to the list of "Top 25 Women" in Arizona by *Southwest Super Lawyers* (2013–2018). She has previously appeared on the list of "Top 50 Attorneys" in Arizona by the publication (2009, 2013).

Recent Representative Experience:

- Equal Employment Opportunity Commission (EEOC) v. Rent-A-Center was tried to a jury in United States District Court for the Central District of Illinois in Urbana, Illinois in May, 2018. The EEOC alleged that Rent-A-Center fired Megan Kerr, a transgender woman, based on her transgender status. The case was the first transgender discrimination case taken to trial by the EEOC. After a week-long trial, led by Stephanie Quincy, the jury returned quickly with a complete defense verdict. This verdict received national attention.
- In February 2018, Stephanie Quincy and Lindsay Fiore took a high profile discrimination and retaliation case to trial for a hospital company. During the trial, the plaintiff claimed that he had reported a sexual assault of a fellow physician by the medical director of the medical center. He claimed that the medical director bragged to him about attending orgies, made lewd sexual comments, and propositioned the plaintiff's husband. He claimed



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that he was retaliated against for reporting this conduct and ultimately his employment was terminated. After a full two-week jury trial in the United States District Court for the District of Arizona (the Honorable Susan Bolton presiding), the jury returned a complete defense verdict.

- In July, 2018, Stephanie Quincy tried a case to the Honorable David Campbell, United States District Court for the District of Arizona, on behalf of a large research institution. The plaintiff was a researcher at the research institution, the world's largest dedicated neurosurgical center and a leader in neurosurgical training, research, and patient care. Plaintiff alleged that she, and every other researcher in a certain category, essentially had "tenure" and could not be fired, except under extremely limited circumstances. She asked for the Court to enter a temporary restraining order to prevent the research institution from firing her. The Court granted this request. The research institution then asked for an immediate trial setting to challenge this initial order. At the full evidentiary trial held just weeks later, the research institution was able to convince the Court that the original order had been entered in error and it was legally permitted to end the researcher's employment. These types of reversals are extremely rare.

Legal Services

- [Labor & Employment](#)
- [Trade Secrets and Unfair Competition](#)

Education and Honors

- University of Kansas School of Law (J.D., 1991)
- University of Kansas (B.A., 1988)

Bar Admissions

- Arizona
- Missouri
- Colorado

Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals, 4th Circuit
- U.S. Court of Appeals, 9th Circuit
- U.S. Court of Appeals, 10th Circuit
- U.S. District Court, District of Arizona
- U.S. District Court, Colorado
- U.S. District Court, District of Kansas
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Central District of Illinois

- U.S. District Court, Western District of Missouri

Professional and Civic Activities

- American Bar Association (Member)
- Arizona State Bar (Member)
- Colorado Bar Association (Member)
- Maricopa County Bar Association (Member)
- Missouri Bar Association (Member)
- Capitol School Homeroom Parent (Volunteer)
- Quarles Cares (Volunteer)
- All Saints Episcopal Day School (Volunteer)
- Madison Simis Elementary School (Volunteer)
- Candlelight Capers (Organizing Committee)
- Encanto Palmcroft Neighborhood Association (Volunteer)
- The Trevor Project (Volunteer)
- Arizona Legal Center (Volunteer)

Professional Recognition

- Selected as one of the Top 100 Lawyers in Arizona by *AZ Business Magazine* (2016-present)
- *Best Lawyers in America*, Litigation: Labor and Employment Law, Employment Law: Management, Labor Law: Management (2008–present)
- *Chambers USA, America's Leading Business Lawyers*, Labor & Employment – Arizona (2008–present)
- Top Lawyers: Employment and Labor, *Ranking Arizona Magazine* (2013)
- *Southwest Super Lawyers*, Labor and Employment Law (2007–present)
- "Most Influential Women in Arizona Business," *AZ Business Magazine*, 2014
- "Top 25 Women" in Arizona, *Southwest Super Lawyers* (2013–present)
- "Top 50 Attorneys" in Arizona, *Southwest Super Lawyers* (2009, 2013)
- "Top 40 Up and Coming Corporate Employment Lawyers," *Lawdragon 3000 Leading Lawyers in America* (2011)
- Top Lawyers: Employment and Labor, *AZ Business Magazine* (2008–2009)