

Camille Roe

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PARTNER

St. Louis

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About Camille

Savvy labor and employment counsel for a variety of matters

Camille Roe focuses on employment litigation, including defending against state and federal claims. Her experience includes defending suits brought by private parties and by the Equal Employment Opportunity Commission (EEOC). She has extensive trial experience, having litigated numerous labor and employment matters at trial and in arbitration. In addition, she has handled cases involving:

- **Discrimination claims related to race, age, disability and sex**
- **Sexual harassment**
- **Retaliatory discharge**

Camille works with a wide range of employers to provide timely and practical counseling to address both day-to-day and unique challenges in the workplace. She offers creative “out of the box” solutions to her clients to address the ever-changing employment landscape. She counsels clients on the application of existing laws and regulations and anticipates the possible impact of new laws and regulations on clients’ employment practices.

Admitted in Missouri and Kansas. Not admitted in Illinois.

Experience in Action

- **Advises on various employment-related matters**, including discrimination, harassment and discrimination issues.
- **Represents employers in state and federal court as well as before various state administrative agencies**, including the EEOC, the U.S.

Education and Honors

University of Missouri School of Law (J.D., 2012)

Avila University (B.A., 2008)

- Paralegal Studies

Bar Admissions

Missouri

Kansas

Court Admissions

U.S. District Court, Northern District of Illinois

U.S. District Court, Eastern District of Missouri

U.S. District Court, Central District of Illinois

U.S. District Court, Western District of Missouri

U.S. Court of Appeals, 10th Circuit

U.S. District Court, District of Kansas





Department of Labor, the U.S. Department of Housing and Urban Development (HUD) and the Missouri Human Rights Commission (MCHR).

- **Conducts reviews and updates of employee internal policies** and procedures and employee handbooks.
- **Assists with internal investigations of employee misconduct.**
- **Conducts pay equity audits.**

Successes

- Obtained summary judgment in Missouri federal court for grocery store chain client. The plaintiff alleged retaliation in violation of the Missouri Human Rights Act in connection with her employment discharge.
- Obtained a defense verdict in a Jackson County, Mo., jury trial in favor of client, a food service distributor. The plaintiff alleged race discrimination and retaliation in violation of the Missouri Human Rights Act, and workers' compensation retaliation in violation of Missouri's workers' compensation laws in connection with his employment discharge.
- Obtained summary judgment in Kansas federal court for insurance client. The plaintiff alleged disability discrimination in connection with her employment discharge.

Capabilities

Employment Advice, Counseling and Training

Employment Litigation and Dispute Resolution

Higher Education

Labor & Employment

Research Institutions & Higher Education

Professional Recognitions

- University of Missouri-Columbia Black Law Student Association "Trail Blazer Award" (2023-2024)
- *The Best Lawyers in America*® "Ones to Watch" (2021-present: Litigation - Labor and Employment)
- *Missouri/Kansas Super Lawyers*® "Rising Stars" (2021)
- *Missouri Lawyers Weekly* "Women of Justice" (2021: Litigation)
- *Missouri Lawyers Media* "Litigation Practitioner Award" (2021)
- *Missouri Lawyers Weekly* "Up and Coming Award" (2020)

Professional & Civic Activities

- Hope House, board member (2023)
- Leadership Council on Legal Diversity (LCLD), Pathfinder Program (2023)
- American Bar Association, Labor and Employment Committee





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- Association of Women Lawyers (2020-2022); Community Support, chair (2023)
 - Kansas City Metropolitan Bar Association, CLE Committee, vice chair (2020- 2021); legal advisor (2021-2022); Student Law Academy, mentor (2022)
 - The Missouri Bar, Special Committee on Lawyers of Color (2019-2022); Committee on Diversity, chair (2019-2022), vice chair (2018-2019)
 - Law clerk to the Hon. Jack R. Grate, Jackson County Missouri Circuit Judge for the 16th Judicial Circuit

