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**Areas of Practice**

ERISA, Labor &  
Employment

Employment Advice &  
Litigation

ERISA/Employee  
Benefits/Litigation/Executive  
Compensation

**Education**

The University of Kansas  
School of Law, J.D., 1991

University of Kansas, B.A.,  
1988

**Bar & Court Admissions**

Arizona

Missouri

Colorado

US Supreme Court

US Court of Appeals for  
the Fourth Circuit

US Court of Appeals for  
the Tenth Circuit

US Court of Appeals for  
the Ninth Circuit

US District Court, District  
of Arizona

US District Court, District  
of Colorado

**Stephanie J. Quincy**

Stephanie J. Quincy is a partner in the Phoenix office of Steptoe & Johnson LLP, where she is a member of the Litigation Department.

**Employment Litigation and Counseling**

Ms. Quincy maintains a regular case load of employment litigation matters. She is responsible for all discovery (party depositions, witness depositions, written discovery and informal discovery) and trial. Cases include civil rights (race, age, religion, gender and disability), wrongful termination, sexual harassment, defamation, interference with contract, assault and battery, and breach of contract claims including restrictive covenants.

Ms. Quincy has extensive experience in trial and arbitration in employment litigation matters including jury trial experience in multi-plaintiff employment litigation. She has extensive experience with selection, retention, and testimony of experts including psychologists, psychiatrists, neuropsychologist, neurologists, economists, statisticians, vocational specialists and jury consultants. Ms. Quincy has also handled a number of class action lawsuits.

Ms. Quincy is experienced in consulting management personnel at large, medium, and small companies on employment issues such as benefits, hiring, discipline, termination, and investigation of complaints. She has also conducted investigations in situations involving high-level management. She conducts training sessions for managers and employees regarding such topics as Title VII, coaching employees, the Fair Labor Standards Act, diversity, harassment and discrimination, and the Family and Medical Leave Act.

Ms. Quincy represents employers before the Equal Employment Opportunity Commission, the Department of Labor, State Civil Rights Divisions, the Department of Labor, Department of Economic Security, the Office of Federal Contract Compliance and other state and federal agencies, as well as, state and federal courts in administrative matters including discrimination and harassment charges and wage and hour complaints.

**Sexual Harassment and Discrimination**

Ms. Quincy has handled several sexual harassment claims and has defended a number of class action lawsuits brought against employers alleging gender discrimination, sexual harassment, racial harassment, age discrimination, and wage and hour violations. She is experienced in training management and non-management employees on sexual harassment, equal employment law, employee privacy, wage and hour law, and the Family and Medical Leave Act.

**Noteworthy**

- *Best Lawyers in America*, Labor and Employment Law, 2008-2012
- *Southwest Super Lawyers*, Labor and Employment Law, 2007-2012

## Stephanie J. Quincy

US District Court, District of Kansas

US District Court, Northern District of Illinois

US District Court, Western District of Missouri

- *Chambers USA, America's Leading Business Lawyers*, Labor & Employment (Arizona), 2008-2011
- "Top 40 Up and Coming Corporate Employment Lawyers," *Lawdragon 3000 Leading Lawyers in America*, 2011
- "Top 50 attorneys in Arizona", *Southwest Super Lawyers*, 2009
- *AZBusiness Top Lawyers*, Labor and Employment Law, 2008-2009
- Member, State Bar of Arizona Committee to Revise Uniform Jury Instructions (Chair, Employment Law Subcommittee)
- Editor, *Arizona Employment Law Handbook*

### Representative Matters

- *EEOC v. Bashas' Inc.* (National Origin Discrimination)
- *Parra v. Bashas' Inc.* (National Origin Class Action)
- *Ekeh v. Banner Health* (Whistle Blower)
- *MicroAge v. iT1Source* (Non-Competition)
- *Williams Ellis v. Elizabeth Arden Salons* (Race Discrimination Class Action)
- *Boring v. Mesa Airlines* (Defamation)

### Select Seminars & Events

Ninth Annual Labor Relations Conference, May 4, 2012, *(A Steptoe-Sponsored Event)*

Hiring the Right People, April 5, 2012, *a complimentary Steptoe-sponsored event*

"Social Responsibility," *International Trademark Association's Trademarks and the Internet Conference*, September 22, 2011

Eighth Annual Labor Relations Conference, May 19, 2011, *(A Steptoe-Sponsored Event)*

Hospitality Webinar: Employment/Labor Issues, April 7, 2011, *(A Steptoe-Sponsored Event)*

FLSA Issues In Paying Employees Correctly, The Council of Insurance Agents & Brokers, March 29, 2011

## **Stephanie J. Quincy**

### **Selected Publications**

Step toe & Johnson's Labor & Employment Law Update: Can you refuse to hire someone because they declared bankruptcy? How can a bankruptcy affect current employees?

March 2009

### **Professional Affiliations**

Member, Maricopa County Bar Association

Member, Arizona Bar Association

Member, Colorado Bar Association

Member, Missouri Bar Association

Member, American Bar Association