



BRITTNEY J. HERRON

ASSOCIATE

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Brittney Herron is a member of the Litigation practice group and its Employment and Labor practice area. She represents businesses of all sizes, including private firms and state entities, in a variety of employment-related matters before both state and federal courts, as well as administrative agencies. She primarily handles discrimination and retaliation cases related to race, sex and disability under the Missouri Human Rights Act, the Americans with Disabilities Act and Title VII. Brittney also has extensive experience working with higher education clients on Title IX matters.

Brittney's experience also extends to noncompete and nonsolicitation agreements, employee benefits, bylaws and employee handbook preparation, contract disputes, commercial litigation matters and more.

Experienced in all phases of discovery, trial preparation and negotiation of settlements, she is versed in case strategy, pretrial briefing and dispositive motion practice.

In addition to handling disputes, Brittney provides clients with practical advice to help them avoid employment law claims, mitigate risk and ensure that their policies and practices are in compliance with federal and state laws. She offers anti-discrimination/anti-harassment training for employees and conducts investigations related to employee harassment complaints.

SERVICES AND INDUSTRIES

Litigation

Employment and Labor

Education

ADMISSIONS

Missouri

Illinois

U.S. District Court, Eastern

District of Missouri

EDUCATION

- University of Missouri School of Law (J.D.)
 - Black Law Student's Association
 - BOA Negotiation Competition
 - Ambassador
 - Women's Law Association
- Lindenwood University (B.A.)
 - Business Administration
 - Track and Field

PROFESSIONAL ACTIVITIES

- American Bar Association
- Bar Association of Metropolitan St. Louis
- Chicago Bar Association

ACCOLADES

- *The Best Lawyers in America*® Ones to Watch, Litigation - Labor and Employment (2023)
- [*Missouri/Kansas Super Lawyers*](#)®, Rising Star (2021)
- Leadership Council on Legal Diversity (LCLD), Pathfinder Program (2020)

BACKGROUND

Brittney previously served as a summer associate at Armstrong Teasdale. She also served as a law clerk for Judge E. Richard Webber of the United States District Court for the Eastern District of Missouri. Prior to attending law school, Brittney held a variety of business administration positions.

EXPERIENCE

Summary Judgment in Employment Discrimination Case

Secured summary judgment in the Circuit Court of Cape Girardeau County, Missouri, for a university client in a heavily contested employment discrimination case. A former university coach claimed she was discriminated against based on gender stereotyping and implicit bias. Following numerous depositions and testimony from expert witnesses on both sides, the Court granted summary judgment for the university on all counts.

Summary Judgment for Hospital in FMLA Retaliation Suit

Obtained summary judgment ruling for a hospital in the U.S. District Court for the Eastern District of Missouri. The lawsuit brought by former employee alleged retaliation under the Family and Medical Leave Act.

Dismissal of Wrongful Termination Suit for University

Obtained dismissal of lawsuit brought in the U.S. District Court for the Eastern District of Missouri by the former employee of a university, who claimed wrongful termination in violation of the Americans with Disabilities Act and Missouri Human Rights Act.

Favorable Ruling for University Granting 11th Amendment Immunity

Obtained favorable ruling in U.S. District Court for the Eastern District of Missouri granting employer 11th Amendment immunity from future litigations.