



## **Theanna Bezney**

### ***Of Counsel***

Dallas

t: 214.220.8315

f: 214.220.9122

Email



### ***Service Focus***

- Employment Discrimination and Harassment
- Litigation and Trials
- Employee Defection and Trade Secrets

### ***Industry Focus***

- Energy

### ***Overview***

Theanna Bezney, an Of Counsel attorney in Fisher Phillips's Dallas office, represents businesses across multiple industries in all aspects of employment law, providing both practical day-to-day counsel and vigorous defense in high-stakes litigation. She regularly advises companies on compliance with federal and state employment laws, drafts workplace policies and employment agreements, and helps employers navigate sensitive issues such as employee leaves of absence, discipline, and terminations; trade secret protection and restrictive covenants; and employee classification and compensation.

When disputes arise, Theanna is an experienced advocate with a strong record of defending employers against claims of discrimination, harassment, retaliation, and wage and hour violations. She represents clients before federal and state courts, arbitration panels, and administrative agencies, including the U.S. Department of Labor and the Equal Employment Opportunity Commission. She has successfully defended cases under Title VII, the ADA, FMLA, ADEA, FLSA, and various state-law counterparts.

In addition to her litigation practice, Theanna frequently helps clients resolve disputes before they escalate, drawing on her extensive experience negotiating and mediating employment matters. She

is committed to finding efficient, business-focused solutions that protect her clients' interests while minimizing disruption.

## ***Credentials***

### **Education**

- J.D., 2015, University of Texas School of Law
- B.B.A., 2006, *summa cum laude*, University of New Mexico

### **Bar Admissions**

- Texas

### **Court Admissions**

- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Texas
- U.S. District Court for the District of New Mexico

## ***Recognitions***

- Recognized in *The Best Lawyers in America*, Ones to Watch (2022-2024)

## ***Affiliations***

### **Professional Activities**

- National Association of Women Lawyers
- Member, Texas Bar Association
- Member, Dallas Bar Association (Labor & Employment Section)

## ***Insights***

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EVENT

08/09/23

### **Wage and Hour Wednesday: Pay Considerations for Oil and Gas Industry Employers**

Micah Dawson, Theanna Bezney

[Read more →](#)

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INSIGHTS

05/08/23

## 3 Major Points to Consider When Deciding Whether to Sue Over Restrictive Covenants and Trade Secret Violations

Barbara Jean D'Aquila, Theanna Bezney

[Read more →](#)

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INSIGHTS

05/08/23

### Understanding Transgender Workers' Rights: A Legal Update and 3 Best Practices for Employers to Create an Inclusive Environment

Emily N. Litzinger, Theanna Bezney

[Read more →](#)

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INSIGHTS

05/25/22

### Gender Transitioning in the Workplace: An Employer's Guide

Theanna Bezney, Emily N. Litzinger

[Read more →](#)

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INSIGHTS

11/30/21

### Have Your Cake and Eat It Too: Trade Secret Litigation Offers Creative Additional Option for Employers Asserting Patent Protections

Theanna Bezney

[Read more →](#)

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PUBLICATION

06/23/21

### Transitions in the Workplace: Addressing Trans-Gendered Employee Issues

Theanna Bezney

[Read more →](#)

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NEWS

10/05/20

### Fisher Phillips Expands in Texas

Theanna Bezney

[Read more →](#)