



Stephanie Reynolds

Partner

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Service Focus

- Litigation and Trials
- Employment Discrimination and Harassment
- Class and Collective Actions
- Counseling and Advice
- Workplace Investigations

Industry Focus

- Education
- Higher Education
- Sports

Overview

Stephanie Reynolds is a partner in the firm's San Diego and Los Angeles offices.

Stephanie has more than two decades of litigation experience and has spent most of that time representing employers and employees in complex, high-stakes litigation matters in state and federal courts in California, and in arbitration. Stephanie's experience includes cases involving wrongful termination, sexual harassment, discrimination, retaliation, misclassification, unfair competition and trade secrets, equal pay issues, and wage and hour claims. Having frequently seen both sides of the issues involved in employment disputes, Stephanie brings a unique perspective and advantage when assessing available options and outcomes which allows her to stay a step ahead of the opposition and devise practical, creative solutions that achieve her clients' objectives.

Stephanie routinely counsels employers on compliance with state and federal laws, personnel policies and procedures, employee discipline and terminations, and protecting proprietary information. She trains employers in harassment prevention and related workplaces issues and conducts internal audits regarding pay equity issues in order to minimize exposure and ensure

compliance. Stephanie also conducts workplace investigations relating to claims of harassment, discrimination, and retaliation.

Stephanie received a full-athletic scholarship to play on two Division I women's soccer teams. As a former Division I women's soccer team player (University of Colorado and University of Hartford) and captain (University of Colorado), Stephanie's diverse skillset and passion for sports serves as the foundation for her desire to achieve exceptional results for her clients. Stephanie understands the complex employment issues that businesses, organizations, and individuals in the industry are faced with, and she works with Fisher Phillips' Sports Industry team to leverage her extensive background to counsel clients in the industry and zealously defend professional, collegiate, and amateur athletic clubs in litigation, when necessary.

Before joining Fisher Phillips, Stephanie was a Partner at a prominent San Diego-based law firm specializing in employment law and litigation. She has obtained multi-million-dollar settlements on behalf of clients and has routinely defended employers of all sizes in high-stakes litigation matters.

Stephanie's work and the results she has obtained for her clients has consistently been recognized as she was named to San Diego's "Super Lawyers" from 2018-2022. She was also selected as one of the Top Women's Lawyers in California in 2016 by the *Daily Journal*, an honor that recognizes only 100 lawyers statewide.

Stephanie has received advanced training for mediators at the internationally recognized Straus Institute for Dispute Resolution at Pepperdine University School of Law ("Mediating the Litigated Case"). She has contributed as an author in employment law practice guides for attorneys and has lectured to the Society of Human Resource Management (SHRM), as well as to businesses and other professional organizations on a variety of employment topics including wage and hour issues, sexual harassment, employment law and management issues.

Credentials

Education

- J.D., 2001, Western New England College School of Law
- B.A., 1997, University of Colorado Boulder

Bar Admissions

- California

Court Admissions

- U.S. District Court for the Southern District of California
- U.S. District Court for the Central District of California
- U.S. Court of Appeals for the Ninth Circuit

Recognitions

- Recognized in *The Best Lawyers in America* (2024-2025)
- Recommended as a leading practitioner for Labor & Employment Disputes – Defense by *The Legal 500 United States* (2023)
- Top Women Lawyers in California (2016) (*The Daily Journal*)
- “Best of the Bar” (*San Diego Business Journal*)
- California Super Lawyers (2018 - 2022)

Affiliations

- Lawyers Club of San Diego
- State Bar of California
- American Bar Association
- Sports Lawyers Association
- San Diego County Bar Association
- California Lawyers Association
- Association of Business Trial Lawyers
- Society for Human Resources Management (SHRM)
- Voices for Children (Court Appointed Special Advocate)
- San Diego County Bar Association Servicemember Civil Relief Act Program (pro bono volunteer)
- University of San Diego employment law clinic (volunteer/mentor)

Insights

INSIGHTS

04/15/25

Federal Officials Launch Title IX Special Investigations Team – The 5 Things Higher Education Institutions Need to Do

Sheila M. Abron, Sean McKaveney, Stephanie Reynolds, Julia A. Sherwood

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Sheila M. Abron, Stephanie Reynolds

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Sean McKaveney, Stephanie Reynolds, Monica Snyder Perl

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Joshua D. Nadreau, Stephanie Reynolds

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Three Fisher Phillips Attorneys Recognized by San Diego Business Journal Among Women of Influence in Law 2024

Amy L. Lessa, Stephanie Reynolds, Megan C. Winter

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Stephanie Reynolds, Sean McKaveney

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Stephanie Reynolds, David E. Amaya, Sheldon J. Blumling

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Stephanie Reynolds

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