

## STEPHEN J. ROPPOLO

Partner

Houston

713.292.5601 / 713.269.5952

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### Service Focus

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

### Industry Focus

- Automotive Dealership
- Education
- Energy
- Hospitality
- K-12 Institutions
- Manufacturing
- Retail

## OVERVIEW

Steve Roppolo is a partner in the firm's Houston office. He has extensive jury trial and arbitration experience litigating all types of employment claims in federal and state courts on behalf of employers.

He has defended companies of various sizes in cases involving allegations of sexual harassment, discrimination, defamation, breach of employment contract, and other employment torts.

In addition, Steve has successfully obtained injunctive relief on behalf of companies seeking to enforce non-compete agreements against former employees, in some cases obtaining monetary settlements from the departed employees.

His counseling and litigation practice includes extensive work with independent schools and hospitality clients. Additionally, Steve regularly counsels large and small companies regarding day-to-day employment matters.

He helps employers avoid employment litigation by conducting training for managers and developing policies and procedures designed to minimize exposure to litigation claims.

Finally, Steve has developed an in-depth knowledge of employment issues facing automobile dealerships, having represented the Louisiana Automobile Dealers Association as Labor Counsel and having been a member of the firm's Dealership Practice Group since its inception.

Steve is "AV" Peer Review Rated by Martindale-Hubbell and has been listed in *Chambers USA, America's Leading Business Lawyers* since 2009.

Steve is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.

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## Credentials

### Education

- George Washington University Law School, J.D., with honors, 1990
- Loyola University, B.A., cum laude, 1987

### Bar Admissions

- Texas

### Court Admissions

- Louisiana Courts of Appeal
- Texas Supreme Court
- Texas Courts of Appeals

- U.S. Court of Appeals for the Fifth Circuit
  - U.S. District Court for the Eastern District of Louisiana
  - U.S. District Court for the Eastern District of Texas
  - U.S. District Court for the Middle District of Louisiana
  - U.S. District Court for the Northern District of Texas
  - U.S. District Court for the Southern District of Texas
  - U.S. District Court for the Western District of Louisiana
  - U.S. District Court for the Western District of Texas
  - U.S. District Court of North Dakota
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## Recognitions

- Recognized in *The Best Lawyers in America* (2018 – 2026)
  - *Chambers USA*, Labor & Employment (2009 – 2025)
  - "AV" Peer Review Rated by Martindale-Hubbell
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## Affiliations

### Professional Activities

- General Counsel, Board of Directors, HR Houston (2017 - present)
- Member, Labor and Employment Committee, Houston Bar Association
- Chair, Labor and Employment Committee (2003-2004), New Orleans Bar Association

# INSIGHTS

News

Jun 5, 2025

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

**Publication**

**Jun 21, 2024**

Houston Attorneys Co-Author Article on What Employers Need to Know About Firearms in Texas

**News**

**Jun 10, 2024**

Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA

**Insights**

**Dec 13, 2023**

5 Tips for Schools to Strengthen Enrollment Contracts from a Litigation Standpoint

**Event**

**Aug 17, 2023**

The Importance of a Positive School Culture in Today's World

**News**

**Jun 6, 2023**

Fisher Phillips Once Again Recognized as a Top Labor and Employment Law Firm by Chambers USA