

Stephen Scott

Partner

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Email



Service Focus

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

Industry Focus

- Automotive Dealership
- Transportation and Supply Chain
- Energy

Overview

Stephen Scott, a native Oregonian and partner in the firm's Portland office, is a go-to lawyer for employers' most contentious disputes, representing businesses in all stages of employment-related administrative claims and lawsuits. He also advises and trains employers on issues involving workplace discrimination, family leave, wage and hour laws, and noncompetition, nonsolicitation, and nondisclosure agreements. Stephen stands out for his outside-the-box thinking, single-minded dedication to clients, and around-the-clock availability.

His track record of success includes achieving exceptional results for auto dealerships, retail, and supply chain clients facing high-stakes employment litigation, EEOC investigations, and claims involving breach of contract, trade secrets, and nonsolicitation. Recent victories have included:

- Winning full summary judgment and dismissal of an approximately \$1 million-plus alleged Sexual Harassment and Hostile Workplace quid pro quo case for a leading testing, inspection and certification company.
- Winning full summary judgment dismissal of disability, retaliation, negligence, and intentional infliction of emotional distress claims against a premier big box retail chain (the final offer at

mediation was \$10 million).

- Securing a complete walk-away of an internationally publicized racial discrimination case for a Fortune 500 transportation and supply chain provider, shortly after the Plaintiff's deposition.
- Secured a complete walk-away of a discrimination, retaliation, whistleblowing, defamation, and intentional interference with economic relations claims for a local construction company weeks prior to trial.
- Successfully defending former employees of a food brokerage company who were accused of misappropriating trade secrets and poaching customers for a competitor at a preliminary injunction hearing.

Stephen frequently writes on topics including workplace safety, the impact of artificial intelligence in the workplace, and the trials and tribulations of being a t-ball coach. He also is frequently asked to give speeches at conferences across America.

A recovering triathlete, duathlete, and international rugby player, Stephen now spends his free time coaching his kids, chasing scratch, and traveling with his wife (though they are very much in the Disneyland season of life).

Credentials

Education

- J.D., 2013, Willamette University College of Law
- 2011, Bucerius Law School (Germany)
- B.A., 2010, Willamette University
- 2009, Queens University of Belfast

Bar Admissions

- Oregon
- Washington

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2021-2025)
- Multnomah Bar Association – 2022 Pro Bono Award of Merit
- Recommended as a leading practitioner for Labor and Employment Disputes: Defense by *The Legal 500 United States* (2022)

- Named, *Super Lawyers: Rising Star* (2020-2024)

Affiliations

Community Activities

- Treasurer & Board of Directors of Seaside Surfing Family Adventure Surfing, a non-profit organization that brings families together through surfing. Providing free/low-cost surf camps for North Coast parents and children, and foster kids in the Portland metro area.
- Board of Directors of Homecourt Hoops, a non-profit organization that utilizes basketball as a means of improving the lives of Ghanaian youth.

Insights

INSIGHTS

03/21/25

Employer FAQs on Oregon's New Warehouse Workers Law

Stephen Scott

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PUBLICATION

03/07/25

Partner Explains Washington's New Anti-Moonlighting Rules

Stephen Scott

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NEWS

03/06/25

Portland Partner Shares Insights on Workplace Conflicts

Stephen Scott

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02/07/25

Partner Provides Top 5 Takeaways for Wearable Tech in the Workplace

Stephen Scott

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Partner Discusses How DOL Aims to Target Employment Contract Provisions

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Portland Partner Provides Thoughts on Election-Related Issues in the Workplace

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Portland Partner Provides Tips in Preparation for FTC's Non-Compete Ban

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