



## Stephanie P. Karn

### Partner

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Stephanie Karn focuses her practice on employment matters, issues involving colleges and universities, and general litigation.

Stephanie advises employers, including colleges and universities, on ways to avoid litigation and/or reduce exposure to litigation claims. She provides counseling on all aspects of employment law, including compliance with employment statutes and regulations; drafting and implementation of policies, handbooks and employment agreements; harassment prevention training; employee investigations; and employee termination.

She defends employers in cases alleging: sex, race, national origin, religion, age, and/or disability discrimination, wrongful termination, breach of contract, and non-compete issues. Her practice covers a full breadth of employment and securities issues, including Family Medical Leave Act claims, sexual harassment, trade secret violations, whistleblower claims, breach of fiduciary duty, wrongful discharge, negligence, defamation, raiding and customer complaints.

Stephanie also represents clients before administrative agencies such as the Equal Employment Opportunity Commission (EEOC), the Office of Civil Rights (OCR), and the State Council of Higher Education for Virginia (SCHEV).

Additionally, Stephanie counsels and defends colleges and universities on matters involving Title IX, tenure issues, academic freedom, student complaints, faculty and staff handbooks, drug testing, and reductions in force for both staff and faculty. She also serves as an outside, neutral investigator for higher education institutions and other employers, in such areas as sexual misconduct, discrimination, and harassment.

She earned her Juris Doctor degree from the University of Richmond School of Law and her Bachelor of Arts degree from the College of William & Mary.

## Practice Areas

- Labor, Employment & Immigration
- Education

## Experience

***THE CASES MENTIONED BELOW ARE ILLUSTRATIVE OF THE MATTERS HANDLED BY STEPHANIE KARN. CASE RESULTS DEPEND UPON A VARIETY OF FACTORS UNIQUE TO EACH CASE. NOT ALL CASE RESULTS ARE MENTIONED BELOW. PRIOR RESULTS DO NOT GUARANTEE A SIMILAR OUTCOME.***

? Represented a university that obtained dismissal with prejudice of a gender discrimination claim.

? Represented institution in an OCR complaint that was closed with no adverse finding against the institution.

? Represented a Title IX complainant who was sued for defamation; the claim was dismissed with prejudice.

? Defended an allegation of failure to accommodate filed by a student against his former college. The administrative complaint was closed with no finding of negligence.

? Completed an extensive, outside investigation into an employee's claims of discrimination, harassment and retaliation.

? In the last two years alone, as an outside, neutral investigator, completed more than a dozen investigations into allegations of sexual misconduct.

## Education

- University of Richmond School of Law (J.D.), 1995
- William & Mary (B.A.), 1991

## Professional Affiliations

- Richmond Bar Association
- Virginia Bar Association
- National Association of College & University Attorneys
- Society for Human Resource Management - Member
- United States Law Firm Group, Labor and Employment Committee (2008-2013)
- University of Richmond School of Law, Young Grad's Council - Past Chair (2004-2010)
- Virginia Board of Bar Examiners, Bar Exam Grader (2009-present)

## Awards

- Martindale-Hubbell - AV-Rated Preeminent®
- *Virginia Business Magazine* ?Legal Elite,? Labor and Employment Law (2013, 2014,2015, 2016, 2017, 2019, 2020, 2022)