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## **Tracey Wallace Joins Spencer Fane as Notable Partner in Growing Labor and Employment Group**

Spencer Fane LLP is pleased to announce Tracey Wallace joined the Labor and Employment practice group as a partner in the firm's Dallas office.

With a broad range of experience in private practice, Tracey proactively addresses critical legal issues through preventive advice and counseling while representing an array of state, national, and international clients in the full spectrum of employment- and discrimination-related matters. She also continues to curate a notable and successful track record of defending employers in complex cases in federal and state courts throughout the country, in addition to handling administrative proceedings before the Equal Employment Opportunity Commission (EEOC), State agencies, and the Department of Labor. This includes management representation in discrimination lawsuits involving race, sex, age, religion, pregnancy, and disability; restrictive covenant claims; class and collective actions; EEOC and other agency charges; unemployment compensation claims; workers' compensation claims; and wrongful termination claims.

In an effort to avoid unnecessary legal actions, Tracey assists employers in the drafting of manuals and policies, implementing sound best practices and training employees. She also conducts harassment investigations when necessary to assess legitimacy and provide counsel on procedural requirements.

"Spencer Fane maintains an intentional commitment to handling the full service of legal needs for our clients," said Jason Cross, Office Managing Partner for Spencer Fane in Dallas. "The complexity of the regulatory and compliance environment for employers of all sizes, along with the increased risk of litigious claims, continues to fuel the growth of our Labor and Employment team. We look forward to utilizing

Tracey's broad skill set in our collaborative and responsive approach to providing legal services."

In addition to her other work, Tracey also maintains a labor practice advising and representing clients in collective bargaining, labor arbitrations, union organizing attempts, and corporate campaigns. She also brings specific industry experience defending school districts and colleges in teacher contract disputes, tenure disputes, severance negotiations, allegations involving discrimination, student litigation, and allegations involving violations of the Individuals with Disabilities Education Act (IDEA), as well as advice and counsel.

Tracey completed her undergraduate studies at the University of Texas and later earned her Juris Doctor from the Southern Methodist University Dedman School of Law.