SpencerFane®

Courtney Davis Powell

Of Counsel

Contact
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Overview

Courtney Davis Powell focuses on litigation. She helps clients resolve disputes so that they may focus their energies on other matters. She is skilled at uncovering the issues and facts in a case, developing a strategic plan, and crafting a story to achieve the desired results. Her practice is wide ranging, including business litigation, employment law, and constitutional law.

In addition, Courtney works closely with business clients in virtually all areas of employment law, including, non-compete agreements, Fair Labor Standards Act, civil rights litigation, state and federal litigation, Equal Employment Opportunity Commission (EEOC) issues, employer investigations, and employment contract disputes.

Education

- Oklahoma City University School of Law, 2002 (J.D.), *magna cum laude*
- University of Arkansas, 1999 (B.A.), *magna cum laude*

Bar Admissions

- Oklahoma, 2002

Court Admissions

- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the Northern District of Oklahoma
- U.S. District Court for the Eastern District of Oklahoma
- U.S. District Court for the Western District of Oklahoma

Community Involvement

- King Marlin Swim Club, Board of Directors, Member, 2023-present
- Nichols Hills Enterprise Elementary
  - Board of Directors, President, 2023-present
  - PTA, Officer
- Belle Isle Enterprise Middle School Board of Directors, President, 2021-present
- Oklahoma Chamber of Commerce, Human Resources and Labor Law Committee
- Classen School of Advanced Studies Middle School, PTA Committee
- Moot Court Volunteer Judge
- Bids for Kids
- Prevent Blindness Oklahoma, Flight for Sight
- Edmond Meals on Wheels, Volunteer
- Youth Leadership Edmond, Volunteer

Distinctions

- *Best Lawyers in America*, Litigation – Labor and Employment, 2025-2027
- Leadership Edmond, Graduate
- *Oklahoma Super Lawyers*, Rising Star, 2009-2017
- Phi Beta Kappa
- *The Journal Record*, Leadership in Law Award, 2010
  - Woman of the Year – Fifty Making a Difference, 2020-2021
- *Who's Who Among American Women*
- *Who's Who in American Law*

Memberships

- American Bankruptcy Institute
- National Creditors Bar Association
- Oklahoma Bar Association
- Oklahoma County Bar Association
- American Bar Association
- Order of the Barristers
- Society of Human Resource Management
- Oklahoma Association of Defense Counsel
- National Association of Women Lawyers
- Defense Research Institute

Presentations and Publications

- "Gender Politics in the Workplace," September 2021
- "Emerging and Evolving Issues: Five Workplace Issues to Prepare for and Monitor," 2020
- "COVID 19 Update," March/April 2020
- "Key Discovery and Evidence Issues in Employment Litigation," December 2018
- "The Plaintiff's Perspective: How Plaintiffs' Lawyers Turn Your Non-Compliance into Discriminatory Motives," March 2017

- “Effectively Managing the Toxic, Protected, and High Maintenance Employee,” June 2016
- “Q&A: Overtime May be Due for Checking Work Email in Nonbusiness Hours,” *The Oklahoman*, November 2012
- “Social Media Networking Sites and Employment-Related Decisions,” November 2012
- “Garnishment in Oklahoma,” Presentation for the Western Oklahoma Human Resources Organization, November 2009
- “The Room Where it Happens,” Presentation and Materials for Lorman, 2018

Related Experience

- Counseled clients in strengthening their employee handbooks and non-compete agreements to prevent litigation.
- Provided training and advice regarding workplace strategies and legal compliance.
- Worked with municipal clients to defend against challenges unique to municipalities.
- Developed litigation plans with clients to protect their interests and achieve desired results.