SpencerFane®

Hayley N. Stephens

Partner

Contact

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Overview

Hayley Stephens helps businesses resolve complex disputes and navigate workplace challenges so they can protect their interests, manage risk, and achieve strategic objectives.

A significant portion of Hayley's practice focuses on commercial litigation. She represents both plaintiffs and defendants in disputes involving breach of contract, breach of fiduciary duty, fraud, misappropriation of trade secrets, tortious interference claims, and other business-related matters. Clients also rely on her counsel when negotiating commercial service agreements and addressing insurance and indemnification issues, particularly in the energy industry.

Employers turn to Hayley for practical guidance on a broad range of labor and employment matters. Her experience includes defending wrongful discharge and discrimination claims, litigating disputes involving restrictive covenants and employment agreements, and conducting internal investigations related to discrimination, hostile work environment allegations, and whistleblower complaints.

Beyond litigation, Hayley advises clients on day-to-day employment issues, including hiring and termination decisions, employee handbook development, workplace policies, employment agreements, and separation agreements. By combining litigation experience with proactive counseling, she helps employers address legal challenges while supporting their business goals.

Education

- Vanderbilt University Law School, 2015 (J.D.)
- University of Arkansas, 2011 (B.A.), *summa cum laude*

Bar Admissions

- Oklahoma, 2015

Court Admissions

- U.S. District Court for the Eastern District of Oklahoma, 2016
- U.S. District Court for the Northern District of Oklahoma, 2016
- U.S. District Court for the Western District of Oklahoma, 2016

Community Involvement

- Oklahoma Center for Community & Justice, Inclusive Leadership Institute, 2020
- Youth Services of Tulsa, 2019-present
- Reading Partners, Former Volunteer
- Junior Women's Association of the Tulsa Boys Home, Former Member

Distinctions

- *Best Lawyers in America*, Ones to Watch, 2021-2027
- *Oklahoma Super Lawyers*, Rising Stars, 2020-2026

Memberships

- National Institute of Trial Advocates, Deposition Skills, 2016; Trial Skills, 2018
- Tulsa County Bar Association
- Oklahoma Bar Association
- American Bar Association
- American Inns of Court, Council Oak/Johnson-Sontag Chapter