



Nancy E. Vaughn

Of Counsel

Contact

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Overview

Nancy Vaughn represents employers in employment law and workplace matters involving compliance, risk management, and workforce issues, helping organizations navigate legal obligations and operational challenges across all stages of employment.

Employers rely on Nancy for practical guidance on a wide range of day-to-day employment matters. She advises clients on offer letters, employment agreements, noncompete and non-solicitation provisions, employee discipline, workplace testing programs, leave and accommodation issues, and employee separations. Her experience also includes preparing separation agreements and releases and helping employers address the requirements associated with workforce reductions and age discrimination waivers.

When disputes arise, Nancy represents employers in administrative proceedings and litigation. She defends clients in matters before the Equal Employment Opportunity Commission, the U.S. Department of Labor, and state agencies, as well as in federal and state court employment litigation. By combining preventive counseling with dispute resolution experience, she helps employers address challenges efficiently and effectively.

A significant part of Nancy's practice involves helping organizations develop and maintain effective workplace policies. She works with employers to review and draft personnel policies, procedures, and employee handbooks that support compliance objectives while addressing the practical realities of managing a workforce.

Education

- University of Tulsa College of Law, 1974 (J.D.)
- University of Southern California, 1969 (A.B.), *cum laude*

Bar Admissions

- Oklahoma, 1974

Court Admissions

- U.S. Court of Appeals for the Tenth Circuit, 1997
- U.S. District Court for the Eastern District of Oklahoma, 1999
- U.S. District Court for the Northern District of Oklahoma, 1993
- U.S. District Court for the Western District of Oklahoma, 1994

Distinctions

- *Best Lawyers in America*, 2013-2026
- American Jurisprudence Award, Labor Law
- Martindale Hubbell, AV Rated

Memberships

- Tulsa County Bar Association, Labor & Employment Section; Centennial Celebration Committee
- Oklahoma Bar Association, Labor & Employment Section
- American Bar Association, Labor & Employment Section