



SpencerFane®

Rachael I. Thomson

Associate

Contact

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Overview

Rachael Thomson helps employers manage workplace disputes, creating innovative solutions that advance company business objectives and culture while minimizing risk. She aggressively defends clients in a variety of employment-related claims, including those related to protected classes. Additionally, she regularly handles cases involving retaliation and wage and hour claims, and counsels employers on responses to these claims.

Notably, Rachael's experience includes conducting witness interviews regarding employee misconduct, responding to EEOC position statements, defending against Title VII, FLSA, ADA, and ADEA claims, and engaging clients in learning seminars and legal updates. She is also a certified third-party mediator, impartially aiding disputants in achieving mutually agreeable terms.

Education

- South Texas College of Law, 2019 (J.D.), *cum laude*
- Indiana University, 2013 (B.S.)

Bar Admissions

- Texas, 2020

Court Admissions

- U.S. District Court for the Western District of Texas

Memberships

- Houston Young Lawyers Association

- American Bar Association

Presentations and Publications

- "Workplace Investigations: Keeping your Hands on the Wheel and Yours Eyes on the Prize," Spencer Fane WorkSmarts Seminar, September 2022
- "*Alamo Heights v. Clark*: Let's Talk About Sexual Orientation and its Role in Establishing Same-Sex Harassment," March 2019
- "Paid Sick Leave in Dallas and San Antonio Effective August 1," June 2019
- "Paid Sick Leave on Track in Dallas and San Antonio," June 2019