



## Rachel G. Marshall

Associate

### Contact

Houston

**P** 713.848.4079 | **F** 713.963.0859

[rmarshall@spencerfane.com](mailto:rmarshall@spencerfane.com)

## Overview

**Rachel Marshall counsels national and global employers and business leaders on a wide range of labor and employment law matters, providing both day-to-day operational guidance and broad administrative oversight, drafting policies which support a more diverse and equitable workforce, and managing associated litigation and arbitration when necessary. She boasts a robust litigation background which supports her ability to pursue employment disputes and investigations with long-term, risk-averse, and cost-effective strategies aligned with all respective laws and regulations as well as individual client objectives.**

With a focus on creating clear, compliant workplace models that are adaptable across jurisdictions, Rachel regularly drafts, updates, and reviews business policies, processes, templates, and training materials, also developing and presenting specific training programs for HR professionals and staff. She frequently helps clients navigate leave and accommodation issues under the FMLA, ADA, and state and local laws and oversees responses to demand letters and administrative agency charges, including by the EEOC and state equivalents.

Rachel has served as corporate counsel to a national wireless network operator in addition to private practice experience as a litigator focused on employment and civil disputes, in which she managed cases from inception to resolution.

## Education

- Seattle University School of Law, 2018 (J.D.), *cum laude*
- Golden Gate University, 2011 (B.A.)

## Bar Admissions

- Not admitted in Texas
- Washington, 2018

## Court Admissions

- U.S. District Court for the Eastern District of Washington
- U.S. District Court for the Western District of Washington

## Community Involvement

- Leadership Tomorrow, 2024
- Legal Counsel for Youth and Children, Board Member, 2024

## Distinctions

- *Best Lawyers in America*, Ones to Watch, Labor and Employment Law – Management, 2024

## Memberships

- Loren Miller Bar Association
- Washington Women's Lawyers Association

## Presentations and Publications

- "Recent Legal Decisions Regarding DEI and How to Navigate Them," Washington Initiative for Diversity, Legal Executives Diversity Summit, December 2023
- "Ethics Considerations: Equity, Inclusion, and the Mitigation of Bias," The Seminar Group, August 2023

## Related Experience

- Conducted a high-profile investigation for a county-wide library system into allegations of retaliation, hostile work environment, and discrimination.
- Consistently prevailed at state and federal EEO charges levied against government entities, nonprofit organizations, health care systems, and corporations.