SpencerFane®

Victoria Narezo

Associate

Contact

Dallas

P 713.212.2636 | **F** 713.963.0859

vnarezo@spencerfane.com



Overview

Victoria is a commercial and employment litigator who represents public and private employers in high-stakes disputes and workplace matters. She advises clients at every stage of a dispute, from pre-suit strategy and early resolution through trial and appeal, and approaches each matter with careful preparation, sound judgment, and a clear focus on the client's business objectives.

Representing employers of all sizes and across a broad range of industries in federal and state courts, Victoria's employment practice includes drafting and reviewing employment agreements, restrictive covenants, employee handbooks, and related workplace policies designed to protect clients' interests. She also conducts investigations involving employment claims and advises clients on a wide range of workplace issues, including compliance with the ADA, FMLA, FLSA, Title VII, and pay equity requirements. Additionally, Victoria represents clients before the U.S. Department of Labor, OFCCP, EEOC, and Texas Workforce Commission, helping them navigate audits, investigations, and enforcement proceedings with confidence and clarity. Through both her counseling and litigation practices, she helps employers identify and address potential legal risks before they escalate into disputes.

In her commercial litigation practice, Victoria handles complex business disputes involving breach of contract, fraud, tortious interference, misappropriation of trade secrets, and other business torts. She is skilled at quickly assessing the factual and legal issues in a case and developing a focused strategy tailored to the client's needs. Clients value her practical, collaborative approach and her ability to translate complex legal issues into clear, actionable advice.

Education

- South Texas College of Law, 2024 (J.D.)
- Columbia University, 2020 (M.S.W.)
- University of Mississippi, 2019 (B.S.W.)

Bar Admissions

- Texas, 2024

Court Admissions

- U.S. District Court for the Southern District of Texas
- U.S. Bankruptcy Court for the Southern District of Texas

Distinctions

- *Best Lawyers in America*, Ones to Watch, 2027
- National Employment Law Council (NELC) Academy, Fellow, 2026