



S. Joseph Stephens, III

Partner

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Joe's practice primarily focuses on assisting client employers of all sizes with a wide range of labor and employment issues. He has counseled employers on matters involving the Fair Labor Standards Act, Title VII of the Civil Rights Acts, the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, and employment contract law.

Joe has substantial experience defending employers against charges filed with the Equal Employment Opportunity Commission and similar state employment commissions, as well as matters in state and federal courts across the country. He also works closely with employers to ensure that problems do not reach litigation by consulting on appropriate methods to manage risk in the workplace.

Prior to joining the firm, Joe served as a law clerk in the U.S. District Court for the Southern District of Ohio for U.S. District Judge Timothy S. Black and in the U.S. District Court for the Eastern District of Kentucky for U.S. Magistrate Judge Candace J. Smith. In those positions he gained experience researching and writing for matters before the court.

Joe received his J.D. from Indiana University Maurer School of Law, where he also served as editor-in-chief of the Indiana Law Journal.

Services

- Labor
- Employment

Education

- Indiana University Maurer School of Law (J.D., *magna cum laude*, 2015)
 - Order of the Coif
 - Indiana Law Journal, Vol. 90, editor-in-chief
- The Ohio State University (B.S., 2011)
 - Political Science

- Economics

Bar Admissions

- Ohio
- Kentucky

Publications

January 29, 2025

Trump Administration's First Week Signals Huge Changes to DEI Rules for Employers

August 21, 2024

FTC Rule Prohibiting Non-Compete Agreements Set Aside by Texas Court

July 8, 2024

Texas Court Decision Limits FTC's Non-Compete Ban, Casting Doubt on Future Enforcement

April 23, 2024

Federal Trade Commission Votes to Ban Non-Compete Agreements

August 9, 2023

A Potential Overhaul of Noncompete Law is on the Horizon

Goering Center

April 19, 2023

CFPB Releases New Required Form for Use in Employee Background Check Process

December 20, 2022

New NLRB Opinion Means Employers on the Hook for Expanded Damages in Labor Violation Cases

September 8, 2022

New NLRB Proposed Joint Employer Standard May Substantially Increase Liability For Employers

July 12, 2021

Biden Executive Order Calls for Ban on Noncompete Agreements

March 18, 2020

The Equal Employment Opportunity Commission Weighs in on COVID-19

August 8, 2019

Fifth Circuit Court of Appeals Enjoins EEOC Guidance on use of Criminal History in Employment Decisions