

## Stéphanie Smith

---



### Practice Areas

- Emerging Growth
- Employment Law
- Independent & External Investigations
- Litigation

### Contact

smith@casneredwards.com  
617.426.5900

Stéphanie Smith's practice focuses on all aspects of employment law, including hiring and firing, performance management and disciplinary action, reductions in force, leaves of absence and other workplace accommodations, protection of intellectual property, and compliance with federal and state employment laws, including wage and hour laws, background checks, and leave laws. She advises clients on recent employment law developments, including compliance under the Massachusetts equal pay law and state marijuana laws.

She also represents clients in litigation matters before government agencies and state and federal courts, including those involving discrimination and harassment, wage disputes, contractual disputes, and ERISA benefit claims. She also represents clients in mediations and arbitrations, including before FINRA.

Stéphanie represents companies and individuals in connection with the drafting and negotiation of employment and severance agreements, non-competition/non-solicitation agreements, and non-disclosure agreements. She has experience drafting personnel policies and counseling clients on the use of independent contractors, interns, and volunteers. She also counsels clients in connection with internal investigations, including allegations of discrimination, harassment, and employee theft.

Stéphanie has conducted customized trainings and seminars on various employment-related topics, including sexual harassment and discrimination avoidance, and best practices for finding leadership for startups. Additionally, she has assisted with employment matters in connection with corporate transactions.

Prior to joining Casner & Edwards, Stéphanie was Counsel in the Labor & Employment Practice Group at WilmerHale. Before obtaining her law degree, she was a marketing manager for a medical software publisher.

Stéphanie speaks fluent French.

### Admissions

- Massachusetts

### Education and Experience

JD, *magna cum laude*, Boston University School of Law  
Bachelor of Commerce, *Great Distinction*, McGill University

## Stéphanie Smith

---

### Membership and Committees

- Member, American Bar Association
- Member, Massachusetts Bar Association

### Honors and Awards

- Boston Magazine, "Top Lawyers" – Labor & Employment, 2021-2023