

Stéphanie Smith



Practice Areas

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

Contact

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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 workplace accommodations, protection of intellectual property, and compliance with federal and state employment laws, including wage and hour and leave laws.

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

Stéphanie 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 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 a 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

- Massachusetts Lawyers Weekly, "Go To Employment Lawyer," 2025
- Boston Magazine, "Top Lawyers" – Labor & Employment, 2021-2024