

Camille Stearns Miller

Partner



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San Antonio

Practice Areas:

- Commercial Litigation
- Education Law
- Labor & Employment Litigation
- Tort/Insurance Defense
- Investigations

Camille Stearns Miller is a partner who manages the San Antonio office, but also practices in the Dallas office of the firm. She practices in the areas of labor, employment, commercial litigation and education law. She has also represented public clients in municipal finance litigation, transportation law, general negligence and intentional tort claims.

Prior to joining the firm, Ms. Stearns Miller was a partner with an international firm with more than 1,250 lawyers and a long-term partner with a minority firm located in Detroit, MI. During her tenure in Michigan and Texas, Ms. Stearns Miller has represented a number of Fortune 50 companies in various discrimination cases. Many were resolved through trial, motions for summary judgment, including cases involving sexual harassment and sex discrimination, race, age, religion, national origin and disability discrimination.

Throughout the years, Ms. Stearns Miller litigated a number of high profile cases, including: *Shawn Garrett v. the Detroit Board of Education*; *Toni Cato Riggs v. Prudential Insurance Co., et al.*; *Peter Stenger v. the Detroit Board of Education, et al.*; and *Keith Butler, et al. v. City of Detroit, et al.*, just to name a few.

Ms. Stearns Miller routinely provides advice and counsel to corporate and governmental entities including school districts regarding topics such as personnel policies and procedures, termination and suspension issues, at will employment issues; teacher contract disputes reductions in force, and general questions regarding federal and state discrimination laws. Ms. Stearns Miller is also familiar with various provisions of the Texas Education Code.

EXPERIENCE

Ms. Stearns Miller has litigated cases through trial and appellate levels in federal and state courts. Some of Ms. Stearns Miller's successful actions in these areas are listed below.

- Served as lead counsel representing the Defendant, a Dallas hospital, in a discrimination case alleging claims of sex and pregnancy discrimination. The court granted Defendant's Motion for Summary Judgment and awarded costs to Defendant.
- Served as lead counsel for an international seat belt corporation in its San Antonio, Texas facility regarding an American with Disabilities Act ("ADA"), and hostile work environment case. The Court granted Defendant's Motion for Summary Judgment and awarded costs.
- Served as lead counsel for the same Defendant and the Plaintiff's complaint contained the following discrimination claims: national origin, age, hostile work environment and retaliation. The Court granted Defendant's Motion for Summary Judgment

on all counts and awarded Defendant's costs.

- Served as lead counsel for one of the top five international accounting firms in a sex discrimination and failure to promote case. The Court granted Defendant's Motion for Summary Judgment and the Michigan Court of Appeals upheld the decision.
- Represented numerous school districts in the state of Michigan involving labor and employment litigation claims, tort, construction, constitutional law and public finance litigation.
- Defended management in labor arbitration claims against administrators, teachers and support staff regarding the following claims: terminations, suspensions, discrimination, curriculum issues and contract interpretation issues.
- Represented an international telecommunications corporation in a religious discrimination case. The state trial court granted the Motion for Summary Judgment.
- Served as lead counsel for a large Michigan automobile insurance carrier in a number of cases involving claims of sexual harassment, race, sex, and age or disability discrimination. Matters were resolved via motions for summary judgment or mediation.
- Represented Fortune 500 food industry clients in cases involving claims of sexual harassment, race, national origin and disability claims of discrimination with successful outcomes.
- Served as lead counsel for an international company, which produced quartz glassware for the semi-conductor industry, in a contentious sexual harassment case. Plaintiff alleged ten different men committed acts of sexual harassment during her short three-month tenure with the company. As a result of conducting vigorous discovery, Plaintiff settled the case for a nominal sum.
- Represented an automobile supplier and a national bank in cases involving claims of national origin, age, sex, sexual harassment or disability discrimination. All plaintiffs accepted nominal settlement sums.
- Represented a Texas machine distributor company through an audit process with the U. S. Office of Federal Contract Compliance Program. The company successfully completed the audit process without the assessment of any fines or penalties.
- Conducts EEO investigations on behalf of corporate and government clients, including a municipal airport authority.

EDUCATION

- J. D. Case Western Reserve University School of Law (1981)
- B. A. Howard University *magna cum laude* (1978)

BAR/COURT ADMISSIONS

- Admitted to practice, U. S. District Court, Western District of Texas
- Admitted to practice, U. S. District Court, Northern District of Texas
- Admitted to practice, U. S. District Court, Eastern District of Michigan
- Admitted to practice, U. S. Court of Appeals for the Sixth Circuit
- Admitted to practice, U. S. District Court, Northern District of Ohio

PROFESSIONAL ACTIVITIES/MEMBERSHIPS

- Alamo City Black Chamber of Commerce—Parliamentarian—Executive Board (Former Board Member)
- Community Advisory Board, Clear Channel Communications, Inc. (Former Board Member)
- Steering Committee Member and Former Co-Chair of the State of Texas Minority Counsel Program
- National Bar Association
- American Bar Association
- Dallas Bar Association (Former Committee Co-Chair Minority Participation Committee and the Education Symposium Committee)
- State Bar of Michigan Employment & Labor Council
- State of Michigan Attorney Discipline Board: Panelist
- Metropolitan Detroit Bar Foundation Treasurer

Presentations/Publications

- October 2015, Dallas Bar Association's Education Symposium Panelist - "Disability Rights – Accommodations"
- September 2015, Corporate Counsel Women of Color Conference, Atlanta Georgia, Moderator – "10 Conflict Resolution Skills Needed for Today's Workplace"
- September 2015, Corporate Counsel Women of Color Conference, Atlanta, Georgia, Moderator – "A UK Perspective: Seven Traits of Highly Successful Women on Corporate Boards"
- February 2015, National Bar Association's Commercial Law Section Conference, Naples, Florida, Panelist – "Navigating the

ADA and FMLA: Tips, Tricks and Best Practices for Avoiding Common Mistakes”

- May and December 2014, National Business Institute, Austin, Texas – Panelist “Special Education Laws Made Simple” [School Action or Inaction that can Result in Lawsuits]
- August 2013, Dallas Bar Association, Dallas, Texas, Moderator – “What Can the Texas Minority Demonstration Program Do For You”
- April 2013, Houston, Texas, National Employment Law Council Panelist – “The Journey From Legal Technician to Trusted Advisor”
- May 2012, Dallas Bar Association Dallas, Texas, Moderator - “Road to Executive Leadership”
- December 2009, San Antonio, Texas Lorman Education Services, Panelist - “Legal Framework of the Employment Relationship, Part A
- December 2009, San Antonio, Texas Lorman Education Services Panelist - “Managing the Employment Relationship – Part B
- 2004 Government Client “Retaliation & Whistleblowing Current Issues and Trends”.