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| A person standing in front of a building  Description automatically generated |  | PRACTICE AREAS: [Appellate Practice](about:blank)  [Class Action](about:blank)  [Energy Oil & Gas](about:blank)  [Litigation](about:blank) (State & Federal)  Labor and Employment EDUCATION: J.D., University of Oklahoma College of Law *Order of the Coif*. *Oklahoma Law Review*  B.A. in Political Science, University of Oklahoma AWARDS & HONORS [**Super Lawyers**](about:blank) Rising Stars-2015-2020 Employment Litigation, Business Litigation, General Litigation, Environmental Litigation, Appellate PROFESSIONAL AFFILIATIONS: Society for Human Resource Management  Oklahoma City Human Resource Society  Society of Human Rights Supporters  DRI-The Voice of the Defense Bar  Oklahoma Bar Association  Oklahoma County Bar Association CONTACT paula: 405.568.3302  [pwilliams@gablelaw.com](about:blank)  [Connect on LinkedIn](about:blank) |
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| Paula M. Williams |
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| Paula Williams is a shareholder in the Oklahoma City office of GableGotwals. She represents employers in a wide range of labor and employment law, including claims involving wage and hour disputes, family/medical leave, sexual harassment, retaliation, age, race, pregnancy and disability discrimination, and wrongful termination. Paula handles claims involving enforcement of non-competition and confidentiality agreements, breach of employment contracts, and personnel policy violations.  In addition to litigating, Paula regularly advises employers regarding best employment practices and effective methods to avoid employment-related claims. She counsels employers on issues such as hiring, discipline, termination, policies and procedures, drug/alcohol testing, workplace safety, anti-discrimination and anti-harassment, responding to complaints, employment contracts, and managerial training.  Paula has been named a “Rising Star” by *Super Lawyers* each year since 2015. In the legal community, she is a member of DRI, the Sooner Human Resources Society, Oklahoma City Human Resources Society, and SHRM. She also taught Remedies as an Adjunct Professor at the University of Oklahoma College of Law in 2015 and 2016. |

**Recent Experience:**

* Assisted in successfully defending an employer against a purported collective action for systemic age discrimination.
* Successfully resolving claims against a Fortune 500 company for alleged violations of Title VII, Section 1981, the ADA/ADAAA, and the ADEA.
* Providing advice and counsel on internal investigations involving policy violations and wage and hour issues.
* Successfully convincing federal district court to dismiss lawsuit brought against client by its competitor for a variety of business torts.

**Recent Publications and Speaking Engagements:**

* DisruptHR OKC: [Making the Best of the Breakup](about:blank) (October 2019).
* OK HR Conference: Medical Marijuana: What Employers Need to Know to Comply with OMMA (May 2019).
* OK HR Legislative Conference: Medical Marijuana: What Employers Need to Know to Comply with OMMA (February 2019).
* Webinar: Medical Marijuana in the Workplace (August 2018).
* EEOC TAPS: Harassment, Diversity and Inclusion (August 2018).
* Tulsa World - State Question 788 - Medical Marijuana: What Employers Need to Know (July 2018).
* Oklahoman - #MeToo Movement Must Start with Organization's Leaders (May 2018).
* OK HR Conference: The Intersection of Pregnancy, FMLA, and ADA in the Workplace (April 2018).
* Webinar: How #Youtoo Can Prevent and Correct #Metoo (Feb 2018).The Oklahoman: Q&A: Pregnancy-related claims remain EEOC priority (Jan 2018).