



STEPHANIE BALDWIN

ASSOCIATE ATTORNEY

Arizona

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Areas of Practice:

Automobile Liability Defense
Dram Shop & Social Host Liability
Employment Law
General Civil Litigation
Insurance Coverage & Third-Party Liability
Premises Liability
Product Liability Defense
Professional Liability
Wrongful Death & Personal Injury Defense

Industries Served:

Homeowner Associations
Insurance
Manufacturers
Professional Service Providers
Retail & Hospitality
Transportation

Stephanie is a member of the Municipal & Employment Trial Group representing municipalities, educational institutions, and private-sector clients in the areas of employment and education law. In addition to defending employers against claims involving wrongful discharge, discrimination (race, sex, age, and disability), harassment (including harassment based on sexual orientation), civil rights violations, Family and Medical Leave Act, Unfair Labor Practice charges, and wage and hour claims, Stephanie also provides onsite and virtual training and presentations in these critical areas to employers. Stephanie also represents public employers in due process termination hearings and assists public employers in resolving claims relating to privacy rights, free speech, open meetings, public records, and employee due process.

With over 15 years of professional experience in the areas of employment law, human resources, and education, Stephanie's unique background provides her with a strong understanding of the interplay between business and law. Her employment law and HR experience includes creating policies, editing employee handbooks, implementing diversity initiatives, creating management training, developing executive compensation programs, administering progressive discipline programs, and handling claims involving internal disputes, EEOC, NLRB and DOJ audits.

Before pursuing her law degree, Stephanie focused her career in human resource management. In addition to working in the for-profit world in HR, she worked for nine years at the Phoenix Zoo as the Director of Human Resources. Since 2013, Stephanie has worked as a Faculty Associate at ASU teaching Strategic Human Resources, a graduate course aimed at teaching best practices related to managing paid employees, with particular emphasis on employment laws. She also began teaching, Nonprofits, Law and Society a graduate course focused on nonprofit law in 2020.

While earning her law degree from the University of Arizona James E. Rogers College of Law, Stephanie worked as a summer associate at JSH, was a summer and fall legal intern at the Equal Employment Opportunity Commission, was a legal extern with an international labor and employment litigation law firm, and gained valuable trial experience as a Rule 38d (limited practice) certified student for the City of Tucson. Stephanie also served as Editor-in-Chief of the Arizona Law Journal of Emerging Technologies, participated on the Barry Davis National Trial Team, was a Dean's Scholar, Distinguished Scholar, Jackson Scholar, and Shirley G. Schmitz Foundation Scholar.

Stephanie's impressive professional experience is matched by her equally-impressive educational success. She earned a Graduate Certificate in Educational Technology from George Mason University, Master of Education in Counseling with a Human Relations Emphasis from Northern Arizona University, and a Bachelor of Science in Communications with a minor in Business from Arizona State University. She maintains credentials as a certified HR professional as both a Professional in Human Resources Management (PHR), and a Society of Human Resources Management Certified Professional (SHRM-CP). Stephanie also earned additional professional certifications in leadership from the Disney Institute, and a certification in Nonprofit Management from ASU's Lodestar Center.

In her free time, Stephanie enjoys attending Cardinal football games, honing her skills at TopGolf, and photographing her travel adventures. In 2015 Stephanie founded Becoming Lawgical, an organization that provides underrepresented, aspiring, and current law students with mentorship ranging from the LSAT to the Bar Exam. She continues to volunteer her time to advise students as they navigate their legal studies.

PROFESSIONAL ASSOCIATIONS & MEMBERSHIPS

- Arizona Association of Defense Counsel, Young Lawyers Division Board of Directors, 2020 – Present
- ASU Parking Citations Appeals Board, Member, 2015 – Present
- Society of Human Resource Management (SHRM)

- WorldAtWork
- Phoenix Zoo Antler Society

PROFESSIONAL RECOGNITION & AWARDS

- *Southwest Super Lawyers Rising Star*, Business Litigation, 2025

PRESENTATIONS & PUBLICATIONS

- "Leading Change," Virginia G. Piper Charitable Trust, Piper Fellows, 2017
- "Managing Organizational Conflict," Organization of Nonprofit Executives, 2017
- "Creating A Culture of Recognition," Virginia G. Piper Charitable Trust, Piper Fellows, 2016
- "Diversity of Hot Topics – Domestic Partnership Benefits for Your Nonprofit," Association of Zoos and Aquariums National Conference (AZA), September 2013
- "Social Media and Your Employees," AZA National Conference, 2013
- "Staff Engagement: Investment in the Institution Not the Paycheck," AZA National Conference, 2013
- "Finding Your Geeks! Thinking Outside the Tabs in Social Media," Phoenix Nonprofit Association, 2011

EDUCATION

University of Arizona James E. Rogers College of Law, J.D., 2021

Society for Human Resource Management (SHRM), Certified Professional, 2015

George Mason University, Graduate Certificate, Educational Technology with Integration of Technology in to Schools, 2014

Northern Arizona University, Master of Education in Counseling with Human Relations Emphasis, *with Distinction*, 2005

Professional in Human Resources Management (PHR), Certificate, 2004

Arizona State University, B.S., Communication and a minor in Business, 2000

BAR ADMISSIONS

Arizona, 2021

U.S. District Court, District of Arizona, 2021