



**HAYLEY N.
STEPHENS**

Partner

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Hayley is an experienced litigator whose practice focuses on complex business litigation and labor and employment law.

As a commercial litigator, Hayley regularly represents both plaintiff and defendant companies in commercial disputes concerning claims for breach of contract, breach of fiduciary duty, fraud, misappropriation of trade secrets, and tortious interference with contracts. Her commercial law experience also includes reviewing and negotiating a wide variety of commercial service agreements and advising oil and gas companies on insurance and indemnification issues.

Hayley's employment law experience includes the successful defense of numerous wrongful discharge and discrimination cases, as well as prosecuting and defending actions concerning the enforcement of restrictive covenants and employment contracts. Her experience also includes conducting internal investigations for clients concerning allegations of hostile work environment, discrimination, and whistle-blower complaints. She regularly advises clients on best practices regarding the hiring and termination of employees, and has experience drafting, reviewing and revising clients' employee handbooks, company policies, employment agreements and separation agreements.

Hayley graduated from the University of Arkansas (Fayetteville), summa cum laude, in 2011, with a Bachelor of Arts (B.A.) in Economics and Political Science. Hayley received her J.D. from Vanderbilt Law School in May of 2015 and joined Conner & Winters in its Tulsa office the following August.

PRACTICES

- Banking and Finance
- Employment Litigation and Counseling
- Insurance
- Insurance and Personal Injury Defense Litigation
- Insurance Defense / Personal Injury
- Labor and Employment Litigation
- Product Liability Litigation
- Real Estate
- Rental Car Industry Litigation

INDUSTRIES

- Banking and Finance
- Construction
- Energy
- Health Care
- Insurance
- Manufacturing & Distribution
- Medical Cannabis

Professional Development

- National Institute of Trial Advocates (NITA) Deposition Skills, graduate, August 2016
- National Institute of Trial Advocates (NITA) Trial Skills, graduate, October 2018
- Oklahoma Center for Community & Justice (OCCJ's) 2020 Inclusive Leadership Institute, graduate, October 2020

Honors & Recognitions

SuperLawyers Oklahoma Rising Stars 2020 - 2024

Best Lawyers: Ones to Watch 2021 - 2025

Phi Delta Phi International Legal Fraternity

Phi Beta Kappa

Community & Professional

Hayley is a proud member of the Tulsa County Bar Association, Oklahoma Bar Association, American Bar Association, and the Council Oak/Johnson-Sontag Chapter of the American Inns of Court.

Hayley is actively involved in supporting Tulsa-area youth. She has served on the board of Youth Services of Tulsa since 2019. Hayley has previously volunteered with Reading Partners and was an active member of the Junior Women's Association of the Tulsa Boys Home.

News

58 Conner & Winters Lawyers Recognized in 2026 Edition of *The Best Lawyers in America*[®]
08.29.2025

30th Edition of Best Lawyers[®] Recognizes 67 Attorneys from Conner & Winters
08.18.2023

Rental Car

Retail

Transportation and
Logistics

EDUCATION

Vanderbilt University
Law School, J.D., 2015

University of Arkansas,
B.A., *summa cum laude*,
2011

ADMISSIONS

Oklahoma – 2015

U.S. District Court, N.D.
of Oklahoma - 2016

U.S. District Court, W.D.
of Oklahoma - 2016

U.S. District Court, E.D. of
Oklahoma - 2016

Hayley N. Stephens

29 Attorneys Selected to 2022 Super Lawyers & Rising Stars Lists
11.14.2022

Conner & Winters Wins Oklahoma Access to Justice Foundation Pro Bono Award
11.08.2022

Lenehan and Stephens Named Partners at Conner & Winters
01.11.2022

Oklahoma Super Lawyers Names Conner & Winters Attorneys to 2021 Lists
10.21.2021

Eleven Conner & Winters Lawyers Named to Best Lawyers in America®: Ones to Watch List
08.19.2021

Women's History Month: Q&As with the Women of Conner & Winters
03.16.2021

Oklahoma Super Lawyers Names Conner & Winters Attorneys to 2020 Lists
11.10.2020

Six Conner & Winters Lawyers Named to Inaugural Best Lawyers in America®: Ones to Watch List
09.16.2020

Conner & Winters Lawyer Accepted into Inclusive Leadership Institute
09.14.2020

Conner & Winters lawyers donate time, expertise to help children
TULSA PEOPLE, 12.01.2018

Oklahoma Bar Journal publishes article written by Donn Meindertsma and Hayley Stephens
Oklahoma Bar Journal, 04.05.2018

Alerts & Publications

Employment Law Alert: OSHA Emergency Temporary Standard Requires Certain Employers To Mandate Vaccinations Or Testing Requirements
11.05.2021

Hayley N. Stephens

Employment Law Alert: Practical Advice for Employers Considering Mandatory Vaccination Policies in the Workplace
08.11.2021

Recap: "The Ethical Pitfalls of Unconscious Bias in the Legal Profession: An Explicit Case for Addressing Implicit Biases"
01.04.2021