



NANCY E. VAUGHN

Of Counsel

15 E. 5th Street
Suite 4100
Tulsa, OK 74103
T 918.586.8968 | F 918.586.8668

nvaughn@cwlaw.com

Nancy Vaughn practices in the area of employment law. Ms. Vaughn regularly provides advice to employers on offer letters, employment contracts, non-compete and non-solicitation provisions, discipline, terminations, issues relating to the Family and Medical Leave Act and the Americans with Disabilities Act, testing for drugs and alcohol in the workplace, and other employment issues. She prepares separation agreements and releases for single and group terminations, taking into consideration the requirements for an age waiver under the Age Discrimination in Employment Act.

Ms. Vaughn represents employers in employment complaints filed with the Equal Employment Opportunity Commission and state agencies, wage complaints filed with the Department of Labor and state agencies, and federal and state employment litigation. Her practice also includes assisting employers in the review and writing of personnel policies, procedures and employee handbooks.

Honors & Recognitions

Listed in *The Best Lawyers in America*® (2013 - present)

American Jurisprudence Award, Labor Law

AV rated by Martindale Hubbell

Order of the Curule Chair

Phi Delta Phi

PRACTICES

Employment Litigation and Counseling
ERISA Litigation
Labor and Employment Litigation

INDUSTRIES

Indian Country Business and Finance
Medical Cannabis

EDUCATION

University of Tulsa, J.D., 1974

University of Southern California, A.B., *cum laude*, 1969

ADMISSIONS

Oklahoma - 1974

U.S. District Court, E.D. of Oklahoma - 1999

U.S. District Court, N.D. of Oklahoma - 1993

U.S. District Court, W.D. of Oklahoma - 1994

Tulsa Law Journal Member

U.S. Court of Appeals,
Tenth Circuit - 1997

Tulsa County Bar Association Centennial Celebration Committee

Community & Professional

Tulsa County Bar Association (Labor & Employment)

Oklahoma Bar Association (Labor & Employment)

American Bar Association (Labor & Employment)

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

Peers Rank Conner & Winters Lawyers as the Best in their Field
09.16.2020

Congratulations to the 59 lawyers from Conner & Winters who were recognized in The Best Lawyers in America[®] 2019.
08.15.2018

58 Conner & Winters Attorneys Named to 2018 Best Lawyers in America List
08.15.2017

Alerts & Publications

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

59 Conner & Winters Attorneys Recognized by Best Lawyers in America
08.16.2019

EMPLOYMENT LAW ALERT: Oklahoma State Question 788's Impact on

Nancy E. Vaughn

Employers
06.28.2018