HUSCH BLACKWELL



Courtney Steelman

SENIOR COUNSEL

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OVERVIEW

With a background in Missouri state government, Courtney represents clients in labor and employment law and public policy matters.

Courtney divides her practice between employment law and government affairs. In the labor and employment arena, she works most often with allegations of discrimination, harassment, or retaliation, as well as wage and hour law. In addition to traditional wage and hour cases and violations of the Fair Labor Standards Act (FLSA), she has also assisted with California Private Attorneys General Act (PAGA) litigation. Courtney has experience defending clients both in court and through arbitration and mediation, and she regularly provides proactive advice and counsel designed to help employers avoid or mitigate the risk of future litigation.

The public policy portion of Courtney's practice includes advice and representation of municipalities and local government, public officials, and candidates in matters of governmental affairs, campaign finance, and election law, as well as assistance for business clients in solving governmental issues. Earlier in her career, Courtney served as a staff member in the Missouri Senate, worked as an Assistant Attorney General in the Missouri Attorney General's Office, and she externed with Chief Justice Mary Rhodes Russell of the Supreme Court of Missouri and Judge Karen King Mitchell of the Missouri Court of Appeals, Western District. Her previous experience left her well-connected in Missouri state politics, and she understands the system from the inside.

Industry

Financial Services & Capital Markets

Services

Campaign Finance, Political Ethics, & Election Law

Congressional Investigations

Employment Litigation Defense

HR Consultation & Training

International

International Labor & Employment

Labor & Employment

Litigation & Alternative Dispute Resolution

Non-Competes & Restrictive Covenants

Nonprofit Organizations & Religious Institutions

Public Policy, Regulatory, & Government Affairs

State Attorneys General Practice

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Courtney loves advocating for clients within the government system—and using that system to effect change. Her behind-the-scenes knowledge makes her a particularly effective representative who can get matters resolved quickly and efficiently.

With an LL.M. in dispute resolution, Courtney excels at resolving matters outside of court—but she's never afraid to try a case when in the client's best interest, and she has experience in both bench and jury trials on the state and federal levels. Known for her composure in the courtroom and the intentionality of her litigation strategies, Courtney endeavors to achieve the best results possible. Clients also appreciate the priority she places on communication, as well as her dedication to ensuring they understand both the process and the strategy.

Experience

- Successfully represented GEICO before the United States District Court for the District of Kansas and the United States Court of Appeals for the Tenth Circuit in a lawsuit where the plaintiff alleged race and disability discrimination, retaliation, and FMLA interference after GEICO terminated his employment for failing to obtain a state license, which was required for his position. In a published opinion, the panel upheld the District Court's grant of summary judgment in favor of GEICO, dismissing the claims. The Court reiterated that its job was not to "second guess" an employer's business judgment and that an employee must meet bona fide job requirements.

Recognition

- *Best Lawyers: Ones to Watch® in America*
  - Labor and Employment Law - Management, 2026 and 2027
  - Litigation - Labor and Employment, 2026 and 2027
- *Missouri Lawyers Media*, Up & Coming, 2021
- Missouri Bar Pro Bono Wall of Fame, 2019-2021
- *Missouri Times Magazine* 30 Under 30, 2018
- *Missouri & Kansas Super Lawyers*
  - Rising Star, 2025

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Education

- LL.M., University of Missouri School of Law
  - Dispute Resolution
- J.D., University of Missouri School of Law
  - Order of Barristers
  - CALI Excellence for the Future Award: Lawyering & Criminal Prosecution
  - *Journal of Dispute Resolution*, Associate Editor-in-Chief
  - Student Bar Association, President
  - Arbitration Team, Top 6 Nationally
  - Phi Alpha Delta
  - Phi Delta Phi
- B.A., Columbia College
  - *cum laude*
  - Communication

Admissions

- Missouri
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri
- U.S. District Court, District of Kansas
- U.S. Court of Appeals, Eighth Circuit
- U.S. Court of Appeals, Tenth Circuit

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Community Leadership

- UM System Board of Curators, Former Student Representative
- Columbia College Alumni Association, Chair

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*Contact Courtney to set up an in-person consultation by appointment in the Kansas City office.



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