HUSCH BLACKWELL



Sarah Vincent

SENIOR ASSOCIATE

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OVERVIEW

Sarah helps clients proactively address labor and employment matters, creating an inclusive and welcoming culture for their employees. She practices from Kirksville, Missouri as a member of our virtual office, The Link.

Sarah focuses on preventative counsel, guiding clients through compliance with federal and state employment regulations. Her goal is always to solve problems before they evolve into litigation: time as a federal law clerk early in her career showed Sarah how much litigation can be prevented simply through better legal counsel early and proactive employment practices. She is passionate about helping companies do the right thing for both their people and their businesses. While she does have a background in litigation, Sarah's approach is to find creative resolutions and keep problems from turning into lawsuits.

Sarah is particularly knowledgeable about various Fair Chance and Ban-the-Box laws, which aim to reduce employment barriers for individuals with conviction histories, and she regularly helps employers develop compliant policies and hiring practices. Based in Missouri but barred in California as well, Sarah has extensive experience advising on California's Fair Chance Act and has the knowledge to assist employers across the country as these protections expand to additional states, counties, and cities. Sarah regularly advises companies on the legalities of background checks, helping businesses understand their obligations and how background check information can and cannot be used in hiring

Industry

Financial Services & Capital Markets

Services

Employment Class & Collective Actions
Employment Litigation Defense
HR Consultation & Training
Labor & Employment
Traditional Labor Relations
Workplace Diversity, Equity, & Inclusion

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and retention. Her work also includes counseling clients who use background checks at other times in their operations, such as mortgage lenders, whom she advises on the intersection of background checks with the Fair Credit Reporting Act. Sarah also offers clients practical guidance on legal diversity, equity, and inclusion initiatives.

Previously, Sarah served as an interim director for Legal Aid at Work, where she helped individuals with records navigate background checks and employment law. The experience showed her that many employers may believe they're acting legally but may not be fully aware of all the nuances in the many laws governing background checks. She found that education and policy development can resolve most problems before they escalate. Sarah also provided extensive training to employees and employers on these issues, and she continues to offer both virtual and on-site training for clients on a range of employment law topics, including anti-discrimination and harassment laws and creating inclusive, safe workspaces. After a prior career as a high school Spanish teacher, she excels at educating clients and creating hypothetical scenarios that bring fun and engagement to her training sessions.

Sarah truly enjoys interacting with clients and communicating with employers, and she loves blending personal, human circumstances with a legal perspective. An excellent advocate, she has a gift for resolving matters amicably, and she continues to see herself as an educator. If there's one thing Sarah learned from her time in the classroom, it was how to communicate information clearly. Clients value her dedication to ensuring that they have understood her counsel—and that she has understood their businesses. With a reputation for walking with clients through difficult situations, Sarah is known for having the vision to help companies improve and move forward.

Experience

- Obtained full summary judgment in employee discrimination case in federal court on behalf of a Fortune 500 company.
- Achieved settlement in multi-defendant case involving various entities in oil and gas industry.
- Led numerous trainings on anti-discrimination and workplace culture and climate matters.
- Offered education programs in California prisons for incarcerated individuals, providing information about workplace laws after their release.
- Represented job applicant with prior conviction in case under California Fair Chance Act that led to major event staffing company modifying its hiring practices and internal trainings and policies.

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Experience

- As clerk for federal judge, drafted orders and opinions involving compassionate release, immigration revocation proceedings, contract disputes, wage and hour class actions, antitrust law, and Section 1983 claims.
- Advised employers on COVID-19 local and state mandates, furlough procedures, and employee benefit coverage.
- Drafted briefs for appeals in the California Court of Appeals and the Ninth Circuit.

Recognition

- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law - Management, 2027
- Pepperdine Caruso School of Law Belonging Awards, Young Alumni Award, 2024
- Missouri Educator's Certificate
- Crisis Prevention Intervention Certified
- Truman State University, The Echo 25, 2024

Education

- J.D., Pepperdine University
    - *magna cum laude*
    - *Pepperdine Law Review*, Managing Editor
    - Order of the Coif
- B.A., Truman State University
    - *magna cum laude*

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Admissions

- Missouri
- California

Clerkships

- Honorable André Birotte Jr., U.S. District Court for the Central District of California
- Honorable James E. Graves Jr., U.S. Court of Appeals for the Fifth Circuit

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*Sarah works remotely and is licensed in Missouri, practicing in Kirksville, MO. Contact Sarah via email or phone for in-person/virtual meetings. Use the Kansas City office address for mail/deliveries only.

eCornell

Proud to be certified through Cornell's Diversity, Equity, and Inclusion program.

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