Wick Phillips
ATTORNEYS & COUNSELORS

Law with Purpose.®

Tracy Wolf

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Tracy Wolf is Board Certified by the Texas Board of Legal Specialization in Labor and Employment Law and has more than 25 years of litigation experience including numerous trials and arbitrations on behalf of her clients. Through her years of extensive experience, Tracy has gained valuable insight and expertise regarding how issues commonly arise in employment settings. Her practice now focuses not only on offering resolutions once problems arise, but also strategically counseling and working with clients to prevent litigation and common workplace problems. Tracy's practice includes all aspects of employment law, including strategic client counseling, preventative training, and internal investigations. In addition to representing employers in single and multi-plaintiff employment lawsuits, she regularly represents clients in disputes involving the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA), Title VII, workers' compensation retaliation, *Sabine Pilot,* and the Fair Labor Standards Act (FLSA).

Tracy's litigation background also covers a wide range of commercial litigation claims including trade secrets litigation, disputes involving employment restrictive covenants, and employee benefits litigation as well as directors and officers/fiduciary litigation. Using her broad knowledge of the litigation process, she helps clients develop strategies to achieve underlying business goals in the most efficient manner possible. Her no-nonsense, business-centered approach is appreciated by clients as it helps them to assess and address risk.

Prior to joining Wick Phillips, Tracy was a partner at Husch Blackwell and prior to that a Vice Chair of the Labor & Employment section at Lewis Brisbois Bisgaard & Smith. She began her career as a federal law clerk for U.S. Magistrate Judge Harry W. McKee in the Tyler Division of the U.S. District Court for the Eastern District of Texas. It was while clerking that Tracy developed her interest in employment law and litigation.

Tracy also regularly authors articles and lectures on employment law issues and practice issues such as deposition skills. She has served as an adjunct law professor, teaching trial advocacy at Southern Methodist University Dedman School of Law and regularly serves as an instructor with the National Institute of Trial Advocacy (NITA).

Speeches

- American Bar Association Section of Environment, Energy, and Resources 34th Fall Conference in Albuquerque, New Mexico, Panel Moderator for *Mastering Witness Prep and Deposition Day: Lessons for PFAS & Beyond* (October 2026)

- The Employment Law & HR Summit in Houston, Texas – Panel Moderator and Guest Speaker for Discrimination and Harassment Claims and Wrongful Termination Topics (March 2026)

Articles

- "Navigating the Void Left by Axed EEOC Harassment Guidance," *Law360* (February 11, 2026)
- "EEOC Rescinds 2024 Enforcement Guidance on Harassment in the Workplace," *JD Supra (*January 22, 2026)
- "U.S. Supreme Court Unanimously Rejects Heightened Standard for 'Reverse Discrimination' Claims," JD Supra (June 5, 2025)

All Practice Areas

- Commercial Litigation
- Employment Law
- Labor and Employment Litigation
- Labor and Employment
- Trade Secrets

Awards & Honors

- Chambers USA – Labor & Employment (2026)
- *The Best Lawyers in America®* - Litigation-Labor and Employment, Employment Law (2025-26)

Education

- Baylor School of Law (J.D.)
- Texas Christian University (B.S. Political Science and Psychology, *cum laude*)

Leadership/Memberships

- Adjunct Law Professor, Southern Methodist University Dedman School of Law (2020-present)
- Instructor, National Institute of Trial Advocacy (NITA), Deposition Skills Course (2019-present)
- Cornell University DEI Certificate (2025)
- Dallas Bar Association, Labor & Employment Section
- American Bar Association, Labor & Employment Section
- Dallas HR
- American Health Law Association
- Attorneys Serving the Community
- Texas Bar College Fellow, Society of Legal Scholars

Admissions

- Texas
- United States Court of Appeals for the Fifth Circuit
- United States District Court for the Eastern, Northern, Southern, and Western Districts of Texas