



**Stewart Law Group**  
PLLC

**We're on Defense.**

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## Semaj Garrett

*Associate*

**Determined. Innovative. Results Driven.**

Semaj is an empathetic advocate who will zealously fight in your defense. She is known for being goal-oriented and charismatic. Her thirst for success allows her to take on any case confidently, even in the most challenging situations. She will undoubtedly spend as much time as it takes to meet with clients, understand their needs, and break down the complex legal process.

### **OUTSTANDING CLIENT SERVICE**

Semaj focuses on outstanding client service when conducting workplace investigations and advising business clients on various labor and employment matters, including Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, the Pregnant Workers Fairness Act of 2023, the Texas Labor Code, and others. In addition, she offers poise, passion, and persistence tailored to each client's needs as she leverages her experience in litigation, arbitration, mediation, and government agency proceedings, including before the Equal Employment Opportunity Commission and the Texas Workforce Commission.

### ***Representative Matters***

- Doe v. Florida-based global produce distributor. USDC, Southern District of Texas (2023). Represented the company in a business dispute alleging Section 1981 race discrimination and retaliation, as well as breach of contract and tortious interference. Drafted Motion for Summary Judgment to resolve the matter prior to trial (hearing pending).
- Doe v. Houston-based pallet recycling company. EEOC Charge (2023). Represented a family-owned company in an employment dispute regarding claims of sex and pregnancy discrimination (investigation pending).
- Global heating and cooling supply distributor. (2023). Conducted a workplace investigation on behalf of the company regarding claims of race and gender discrimination, hostile work environment, and retaliation. Resulted in unsubstantiated claims by the Complainant.
- Doe v. Dallas-based national anesthesia practice. EEOC Charge (2022). Represented the company in an employment dispute regarding claims of ADA discrimination, retaliation, and FMLA violations. Negotiated successful non-board settlement to avoid Board-ordered relief and further exposure.
- Dallas-based pool installation company. (2023) Researched current pay transparency and worker's compensation laws to assist Partner with employment policy revisions and ensure compliance with federal and state laws.
- Doe v. Nationwide leader in telecommunications (2022). Represented the company in an employment dispute regarding claims of race discrimination following company-wide surplus.
- Drafted a position statement that resulted in the EEOC terminating its investigation in favor of our client.
- Doe v. National Insurance Carrier. (2022). Settled a \$1M auto commercial policy claim with multiple competing claimants.
- Doe v. National Insurance Carrier. (2022-2023). Deposed and defended numerous witnesses on behalf of the carrier, including corporate representatives.
- Doe v. National Insurance Carrier. (2022-2023). Negotiated multiple settlements through mediation on behalf of the carrier.

# SEMAJ'S BACKGROUND

*"Semaj is a tireless advocate and dedicated employee."*

## **Awards**

- The Best Lawyers in America® 2024 Litigation: Labor and Employment - Commercial Litigation - Insurance Law "Ones To Watch" | 2024
- Academy Fellow, selected by the National Employment Law Council (NELC) | 2023

## **Bar Admissions**

- State Bar of Texas
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas

## **Education**

### **J.D., UNT Dallas College of Law**

- Dean's List Scholar, Phi Delta Phi Legal Honor Society
- Federal Agency Intern Program Recipient, Dallas Bar Association Labor & Employment Law Section
- Best Brief and Finalist, Thompson & Knight Moot Court Competition
- Board of Advocates (invitation-only organization for students)
- Sarah T. Hughes Scholar, Dallas Bar Foundation
- L. Clifford Davis Scholar, African American Bar Association of Tarrant County
- J. L. Turner Scholar, African American Bar Association of Dallas County
- Ethics Day Scholar, UNT Dallas College of Law
- Ashely Jones Wright Scholar, UNT Dallas College of Law
- 2020 Most Interesting Person of the Year, Barbara M. G. Lynn Intellectual Property Inn of Court

### **B.S., University of North Texas**

- Bachelor of Science, Criminal Justice

## **Prior Legal Experience**

- Associate, Stewart Law Group PLLC | 2021 - Present
- Law Clerk, McCaffity, Quesada, & Geisler, LLP | 2020
- Law Clerk, National Labor Relations Board | 2020
- ABA JIOP Judicial Intern for the Honorable D'Metria Benson | 2019
- Judicial Intern for the Honorable Dennise Garcia & Retired Justice Mary Murphy, Fifth District Court of Appeals | 2018
- DAYL Judicial Intern for the Honorable Dominique Collins | 2018

## **Associations, Affiliations, and Bar Activities**

- State Bar of Texas
- Academy Fellow, selected by the National Employment Law Council (NELC)
- Texas Bar Foundation Fellow, Nominating Committee
- Dallas Association of Young Lawyers Board of Directors, J. L. Turner Legal Association Liaison
- Patrick E. Higginbotham Inn of Court, Past Associate
- Dallas Bar Association's Equality Committee, High School Student Mentor

## **Legal Publications & Presentations**

- Playing the Covid Card in Statute of Limitations Disputes - Update on Texas Cases, TADC | July 2023
- Dallas Bar Foundations "An Evening with Arthur Brooks | April 2023
- State Bar of Texas, Texas Advanced Paralegal Seminar "Pre-Suit Discovery" | October 2022
- NAMWOLF "Unanticipated Effects of Cannabis Legalization in Worker's Compensation" | October 2022
- Destination Esquire: Life Beyond the Bar, SWBLSA Academic Leadership Retreat | September 2022
- Claims Confidentiality: Plaintiff's Access to Claim Documents & Ability to Depose Claims Adjusters, Dallas Chapter CPCU Society Annual Meeting | August 2022

## **Community Engagement & Volunteering**

- UNT Dallas College of Law Driver's License Clinic | August 2022
- 9/11 Day Dallas Meal Pack | September 2022
- L. Clifford Davis Expungement & Non-Disclosure Clinic | June 2022 - September 2022
- Pro Bono Veteran's Clinic | May 2022