



## SARAH E. STULA

ASSOCIATE

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## PROFILE

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Sarah Stula is an associate with Foulston's litigation and employment practice group in the firm's Kansas City office. Her practice includes employment disputes, commercial litigation, municipal law, and appellate advocacy.

Sarah is a litigator at heart and enjoys advocating for her clients in trial and appellate courts. She defends public and private employers from discrimination, harassment, retaliation, and civil rights claims. She conducts internal investigations and advises businesses across many industries on a wide range of employment matters. She helps public entities resolve employment, land use, contract, and constitutional disputes and drafts legislation and policies to fit their needs. Sarah litigates commercial disputes and post-employment covenants, including noncompete agreements, and negotiates severance agreements. She also secures protection from abuse orders for individuals facing abuse, stalking, and harassment.

Before joining Foulston, Sarah clerked for Justice Caleb Stegall at the Kansas Supreme Court for three years, gaining appellate expertise in a variety of commercial, criminal, and constitutional matters. She continues to advocate for clients on appeal in Kansas and federal appellate courts. She has been recognized by her peers in *Best Lawyers: Ones to Watch® in America* since 2021.

## Education

- Case Western Reserve University School of Law (J.D. in Litigation Concentration with Honors, *magna cum laude*, 2016)  
Order of the Coif; Order of the Barristers; Executive Board Member, Mock Trial Team
- Miami University (B.A. in International Studies, minors in English Literature and German, *magna cum laude*, 2011)

## Admissions

- Kansas
- Missouri
- U.S. District Court for the District of Kansas
- U.S. District Court for the Western District of Missouri

# FOULSTON

## ATTORNEYS AT LAW

- U.S. Court of Appeals for the Tenth Circuit

### PRACTICE AREAS

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- Employment & Labor
- Litigation & Disputes
- Appellate Law
- Trade Secret & Noncompete Litigation
- Governmental Liability

### INDUSTRIES

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- Government

### RELEVANT EXPERIENCE

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- Research Attorney, Hon. Caleb Stegall, Kansas Supreme Court, 2016-2019
- Judicial Intern, Hon. Solomon Oliver, Jr., U.S. District Court for the Northern District of Ohio, 2015

### PROFESSIONAL MEMBERSHIPS, AFFILIATIONS, AND HONORS

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- Selected by peers for inclusion in *Best Lawyers: Ones to Watch®* in the areas of Appellate Practice, 2021-2024; Civil Rights Law, Labor and Employment Law - Management, and Litigation - Labor and Employment, 2022-2024; and Commercial Litigation, 2023-2024
- Kansas Chamber of Commerce, Kansas Emerging Leaders Program, 2021
- The Kansas and Western District of Missouri Chapter of the Federal Bar Association, Civil Rights Law Section
- Kansas Bar Association, Outstanding Pro Bono Commitment, 2022
- Kansas Bar Association, Young Lawyer Board's Publication Editor, 2018–2021
- The Missouri Bar
- Kansas Women Attorneys Association
- Johnson County Bar Association
- Kansas City Metropolitan Bar Association
- Defense Research Institute
- Kansas Association of Defense Counsel
- The Earl E. O'Connor American Inn of Court

### PRESENTATIONS

## 2022

- Build Your Brand, Build Your Network: Social Media and Beyond (Kansas Women Attorneys Association, 33rd Annual Conference)
- Unconscious Bias and the Automatic Mind (Foulston Siefkin LLP, Employment Law Institute Webinar Series)

## 2021

- Understanding Unconscious Bias and the Automatic Mind (Foulston Siefkin LLP, Corporate Counsel Series: Ethics and Elimination of Bias)

## 2020

- New COVID-19 Guidance for Hospital Employers (Kansas Hospital Association)
- COVID-19 and Employment Matters (Kansas Women Attorneys Association, 31st Annual Conference)
- An Employer's Guide to Coronavirus (Foulston Siefkin LLP, Coronavirus Webinar)

## PUBLICATIONS

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## 2023

- Omnibus Spending Bill Adds Protections for Pregnant Workers  
- Midwest Employment Law Letter, Vol. 4, No. 3

## 2022

- Break the Chain to Defeat a Retaliation Claim  
- Midwest Employment Law Letter, Vol. 3, No. 12
- Where's the Harm? Courts Split on Title VII Liability for Lateral Transfers  
-HR Daily Advisor, September 7, 2022
- Lessons on Accommodating Anxiety Disorders  
-HR Daily Advisor, August 25, 2022
- Crappy Birthday! Lessons on Accommodating Anxiety Disorders  
- Midwest Employment Law Letter, Vol. 3, No. 6

## 2021

- Alleged Favoritism in Firing Trips Up Employer, Sends Race Bias Claim to Jury  
- Midwest Employment Law Letter, Vol. 2, No. 8

## 2020

- Kansas COVID-19 Immunity Law Raises Questions for Employers  
- Midwest Employment Law Letter, Vol. 1, No. 9

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## ATTORNEYS AT LAW

- Quoted in Supreme Court Rulings Boost Employer Decisions Based on Religion  
- HR Daily Advisor, July 9, 2020
- Navigating Uncharted Waters: What Employers Should Know About FFCRA  
- Midwest Employment Law Letter, Vol. 1, No. 6
- To Ink or Not to Ink? That is the Question  
- Midwest Employment Law Letter, Vol. 1, No. 4
- Turning Down the Heat: How to Keep the Peace this Election Season  
- HR Daily Advisor, March 24, 2020
- Kansas City, Missouri Implements Salary Inquiry Ban  
- Midwest Employment Law Letter, Vol. 1, No. 1

### 2019

- Coffee Break with Justices Marla Luckert and Caleb Stegall  
- The Journal of the Kansas Bar Association, Vol. 88, No. 9

## ISSUE ALERTS

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### 2020

- Coronavirus: Families First Coronavirus Response Act Becomes Law
- Coronavirus: Employer Tips for Managing COVID-19

### 2019

- Kansas City, Missouri Implements Salary Inquiry Ban