



Stephanie K. Baron

Principal

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Education

University of Maryland School
of Law (J.D., *with honors*, 2003)

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University of Maryland
(B.S., *magna cum laude*, 1999)

Bar Admissions

Maryland, 2003

Court Admissions

United States Court of Appeals
for the Fourth Circuit

United States Court of Appeals
for the Third Circuit

United States District Court for
the District of Maryland

Stephanie Kaye Baron is the managing principal of the firm's Baltimore office and co-leader of the Labor, Employment, Benefits & Immigration Practice Group.

She is a Chambers-ranked labor and employment lawyer who advises management on all aspects of workplace law, from day-to-day human resources counseling to regulatory compliance and high-stakes litigation. She also represents educational institutions in disputes involving students and faculty.

Stephanie works with employers both locally and nationally to reduce risk and build practical, defensible employment solutions. She is routinely called upon to lead complex investigations involving sensitive and high stakes matters, including executive misconduct, Title IX violations, whistleblowing and harassment and discrimination claims.

Her counseling work includes prevention and investigation of claims of harassment, discrimination and retaliation; compliance with the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA) and the Fair Labor Standards Act (FLSA); and Equal Pay Act analyses.

She also partners with clients to develop personnel policies and agreements, ensuring compliance across multi-jurisdictional operations. She has significant experience handling noncompete and other restrictive covenant matters, including drafting, enforcement and defense.

Stephanie represents clients in federal and state courts, as well as before the U.S. Department of Labor, the Equal Employment Opportunity Commission (EEOC) and various state and local agencies. She has also successfully defended businesses against claims under the Fair Housing Act and the ADA's public accommodation provisions.

Before joining Miles & Stockbridge, Stephanie served as a law clerk to Judge James R. Eyler of the Court of Special Appeals of Maryland (now the Appellate Court of Maryland). Prior to law school, she worked as an auditor at Arthur Andersen and is a Certified Public Accountant.