

Camille A. Avant Partner

Camille is a Board Certified labor and employment attorney who is committed to providing representation and counsel to businesses and employees within DFW and the surrounding Texas areas. She has vast experience defending employers and employees before state and federal courts, arbitration tribunals, and administrative agencies, including the Equal Employment Opportunity Commission (EEOC), U.S. Department of Labor, and the Texas Workforce Commission. Camille represents and counsels employers and employees in all aspects of employment, labor, business, and commercial litigation, including but not limited to:

- covenants not to compete and not to solicit;
- theft of trade secrets;
- disclosure of confidential or proprietary information;
- tortious interference with contract or business relations;
- breach of employment contracts and other agreements;
- breach of fiduciary duty;
- discrimination and harassment;
- wrongful termination and retaliation; and
- wage and hour cases.

Camille also drafts and reviews employment contracts, independent contractor agreements, severance agreements, employee handbooks, harassment policies, commission agreements, and non-compete and non-solicit provisions. Camille advises and counsels employers in various employment matters including harassment training, internal investigations, disability or other accommodations, and general employment practices. In addition, Camille is experienced in forensic collection, preservation, inspection, and remediation.

Before joining Crawford, Wishnew & Lang, Camille was a partner at Clouse Brown PLLC, an experienced employment trial firm in Dallas.



214-817-4513

cavant@cwllaw.com

*Board Certified in Labor &
Employment Law, Texas Board
of Legal Specialization*

PRACTICE AREAS

Business
Commercial
Employment & Labor

EDUCATION

Southern Methodist
University, Dedman School
of Law, J.D., *cum laude*,
2013

University of Louisiana at
Lafayette, B.A., *cum laude*,
2010

ADMISSIONS

State Bar of Texas, 2013
State Bar of California, 2016
U.S. District Courts for the
Northern, Southern and
Eastern Districts of Texas

Representative Experience:

Awards listed are net of attorneys' fees and expenses.

- Camille in 2020 was part of a trial team in a complex multi-day Zoom arbitration seeking more than \$20 million in damages for claims of declaratory relief and breach of contract.
- In 2020, she obtained an arbitration award and subsequent judgment for a health management solutions company on claims of breach of contract, misappropriation, and breach of fiduciary duty against former executive.
- She successfully defended a company against a former executive's claims of sexual harassment and gender discrimination.
- In 2020, she obtained favorable settlement for a senior executive in a competing breach of contract lawsuit with a former employer.
- In 2020, she obtained a six-figure settlement within seven weeks of filing a state court lawsuit for claims of age discrimination under the Texas Commission on Human Rights Act and retaliation under the Family and Medical Leave Act.
- In September 2018, she was part of a trial team that obtained a seven-figure jury verdict against a mega-church for breach of contract and failure to provide supplemental retirement benefits to the Executive Pastor and Executive Assistant.
- She was part of a trial team in a seven (7) week jury trial defending former executives' alleged breach of fiduciary duties, misappropriation of trade secrets, and civil conspiracy—seeking more than \$730 million in damages.
- In 2019, she obtained a Permanent Injunction and Final Judgment through default judgment against company's former employee and his competing business entity.
- She has jury trial experience in breach of contract, breach of fiduciary duty, trade secrets, discrimination, retaliation, and wage and hour, and other employment claims.
- She has experience in defending temporary and permanent injunctions in trade secret, misappropriation, non-solicitation, and noncompete cases in state and federal court and arbitration tribunals.
- She represents employers and employees in mediation as well as pre- and post-litigation employment negotiations.

Awards & Recognition:

- Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization
- Top 50 Jury Verdicts in Labor & Employment (2018) in the matter of *Mel Dietz and Vicki Dietz v. Crossroads Christian Church*, No. 048-286991-16, in the 48th District Court of Tarrant County, Texas
- Designated to the Super Lawyers Rising Stars list, a Thomas Reuters Business in Texas Monthly (2020-2022)
- Designated to the Best Lawyers: Ones to Watch list (2021-2022)

Speeches:

- Title VII and Discrimination in the Workplace (Panel Discussion) with The National Association of Negro Business and Professional Women's Clubs, Inc. (March 2017).
- Social Media in the Workplace: Protecting Yourself as a Small Business Owner with The National Association of Negro Business and Professional Women's Clubs, Inc. (March 2015).

Professional Affiliations:

- Labor and Employment Section, State Bar of Texas
- Member, Dallas Bar Association
- Member, Dallas Association of Young Lawyers