

Lawyers



Tracy Richelle High

Partner

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Tracy Richelle High is a partner in S&C's Litigation Group, and a member of both the Firm's Labor and Employment Law Group and Criminal Defense and Investigations Group. Ms. High's practice focuses on representing financial institutions and other corporations in complex civil litigation, arbitration and mediation proceedings, corporate internal investigations, and labor and employment matters.

She has also represented clients before a wide variety of regulatory and prosecutorial agencies, both at the state and federal levels, as well as Congressional committees and independent examiners appointed by court order.

Rankings and Recognitions

- Named a "Labor & Employment Star (Northeast)" by *Benchmark Litigation* (2021)
- Named to *Lawdragon's* 500 Leading U.S. Corporate Employment Lawyers (2020)
- Named to the Lawyers of Color's Inaugural Nation's Best List (2019)
- Recipient of the Association of Black Women Attorneys Professional Achievement Award (2019)
- Named to The National Black Lawyers Top 100 (2018-2020)
- 2017 City & State Responsible 100 Awardee
- *New York Super Lawyers* (2013-2020)
- Profiled by *Profiles in Diversity Journal* in its 2016 Diversity Leaders issue
- Profiled in *Savoy Magazine's* 2015 list of Most Influential Black Lawyers
- Named 2015 Diversity Trailblazer by the New York State Bar Association (2015)

Recent Speaking Engagements and Publications

- Presented on "Attracting and Retaining a Diverse Board and Staff"

PRACTICES & CAPABILITIES

Arbitration

Criminal Defense & Investigations

Environmental, Social and Governance (ESG)

Financial Services Investigations & Litigation

Labor & Employment

Litigation

Whistleblower Litigation and Workplace Investigations

EDUCATION

1999, Harvard Law School, J.D.

1996, Yale University, B.A.

BAR ADMISSIONS

District of Columbia

New York

at the New York City Bar Association's 8th Annual Not-For-Profit Law Institute (November 13, 2020)

- Participated in a panel at the Federal Bar Council's 2020 Employment Law Update (November 12, 2020)
- Participated in a panel titled, "Religious Discrimination in the 2020 Workplace" as part of PLI's Employment Discrimination Law and Litigation 2020 (June 15, 2020)
- Co-wrote the article "Employers' Guide to Return-to-Work Considerations During the COVID-19 Outbreak" for *Reuters Westlaw* (April 2020)
- Co-wrote the article "Employers' Guide to the Fair Labor Standards Act and the Family and Medical Leave Act and During the Coronavirus Outbreak" for the Thomson Reuters COVID-19 Resource Center (March 2020)
- Spoke on the panel, "Know Your Forum for Discrimination Cases: Federal Court, State Court, Arbitration, or Agencies" at the Sixth Annual Employment Law Institute, hosted by the New York City Bar Association (March 6, 2020)
- Wrote the article, "Recent SEC Enforcement Actions Involving Revenue Recognition Fraud," in the quarterly journal, *PLI Current: The Journal of PLI Press* (March 2020)
- Participated in a panel titled, "An Ounce of Prevention, A Pound of Cure: Compliance and Internal Investigations" at the National Association of Criminal Defense Lawyers' 15th Annual White Collar Crime Conference in Washington, D.C. (October 24, 2019)
- Led a one-hour PLI briefing on mandatory arbitration agreements in the wake of #MeToo (July 31, 2019)
- Presented an update on employment law at the New York City Bar Association's 7th Annual Not-For-Profit Law Institute (March 29, 2019)
- Moderated a panel concerning "Discovery Disputes in Employment Law Cases" as part of PLI's Employment Law Institute 2018 (October 17, 2018)
- Co-wrote the article "Market Trends 2017/18: Whistleblower Protections" for *Lexis Practice Advisor* (June 2018)
- Wrote the paper "[2017 Enforcement Trends in Accounting Fraud](#)," which was presented at PLI's Basics for Accounting Lawyers: What Every Practicing Lawyer Needs to Know (May 18, 2018)
- Spoke on Ethics for Employment Lawyers at the New York City Bar Association Employment Law Institute (March 1, 2018)
- Chaired a panel titled "Independent Contractors and the Gig Economy" as part of the New York State Bar Association's Fall Labor & Employment Section Meeting (October 20, 2017)
- Took part in a panel titled "Labor and Employment Law Year in Review" as part of PLI's Employment Law Institute 2017 (October 18, 2017)
- Wrote the article "You Make It Work by Simply Making It Work" for

ABA Journal (October 2017)

- Co-wrote the USA chapter in *Chambers Global Practice Guide: Employment 2018* (September 2017)
- Presented on the topic of Avoiding Discrimination in Company Recruitment and Hiring Practices at the American Conference Institute's 9th Annual Forum on Defending and Managing Employment Discrimination Litigation (September 27, 2017)
- Took part in a PLI Briefing titled "Supreme Court – October Term 2016: Labor and Employment Docket in an Unusual Term" (June 30, 2017)
- Took part in a panel titled "Disabilities Discrimination and Accommodation Update" as part of PLI's Employment Discrimination Law & Litigation 2017 (June 20, 2017)
- Wrote the paper "[Recent SEC Enforcement Actions Involving Accounting Gatekeepers](#)," which was presented at PLI's Basics for Accounting Lawyers: What Every Practicing Lawyer Needs to Know (May 19, 2017)
- Spoke on Employment Issues in the Age of Technology at the New York City Bar's Non-Profit Institute (April 7, 2017)
- Took part in a panel titled "Taking the Lead: Real Talk About Women in Commercial Litigation" as part of the New York City Bar breakfast series addressing developments in litigation (March 28, 2017)
- Spoke on Ethical Pitfalls for Employment Lawyers at New York City Bar 3rd Annual Employment Law Institute (March 10, 2017)
- Co-wrote the article "Who Do Dodd-Frank's Anti-Retaliation Provisions Protect? For Now, It Depends on Where You Are." for Bloomberg BNA's *Securities Regulation and Law Report* (December 13, 2016)
- Took part in a panel titled "Employer vs. Employee: Clarifying a Company's Rights & Responsibilities When it Comes to Social Media Use In and Out of the Workplace" as part of the 5th Annual Summit on Digital Advertising Compliance (October 18, 2016)
- Took part in a panel titled "Workplace Investigations: How Does Your Official Policy Work in Practice" as part of Women, Influence & Power in Law (September 22, 2016)
- Took part in a panel titled "Labor and employment litigation" as part of the Benchmark Women in Litigation Forum (September 20, 2016)
- Wrote the paper "[Statutory Restrictions on Employers' Hiring Policies in New York City](#)," which was presented at PLI's Employment Discrimination Law & Litigation 2016 (June 20, 2016)
- Took part in a panel titled "Discrimination Claims Arising From Employer Hiring Policies" as part of PLI's Employment Discrimination Law & Litigation 2016 (June 20, 2016)
- Wrote the paper "[Out of Control: Recent SEC Enforcement Actions Concerning Internal Audit Programs](#)," which was presented at PLI's Basics of Accounting for Lawyers 2016: What Every

Practicing Lawyer Needs to Know (May 19, 2016)

- Took part in a panel titled “Regulatory Trends, Fraud, and Other Issues on the Horizon” as part of PLI’s Basics of Accounting for Lawyers 2016: What Every Practicing Lawyer Needs to Know (May 19, 2016)
- Presented on a panel titled “Changing a Culture of Wrongdoing” at a program on Whistleblowing and Corporate Change sponsored by the Classical Liberal Institute and the *New York University Journal of Law and Business* (October 20, 2015)
- Spoke on a panel titled “Recent Developments in Employment Law” as part of a Bloomberg BNA Webinar (September 17, 2015)
- Spoke on Challenges & Best Practices in Employee Relations & H.R. at the Managed Funds Association Compliance Conference (May 5, 2015)
- Wrote the article "[New Trends in SEC Enforcement Activity](#)" for PLI’s *Basics of Accounting for Lawyers 2015: What Every Lawyer Needs to Know* (May 2015)
- Spoke on Recent Statutory Developments Relevant to Employer Hiring Policies at PLI’s Understanding Employment Law 2015 (March 27, 2015)
- Took part in a panel titled “Leading the Pack: Diverse Leaders in Law Firm and Corporate Management Roles” hosted by the New York City Bar Association’s Minorities in the Profession Committee (March 24, 2015)
- Wrote the paper “[Unpaid Internships: Recent Second Circuit Caselaw](#),” which was presented at the Workshop on Employment Law for Federal Judges at the NYU Center for Labor and Employment Law (March 12, 2015)
- Took part in a panel titled “Look Before You Leap – Pre-Litigation Discovery in State and Federal Courts” as part of the New York State Bar’s Labor and Employment Law Section Annual Meeting (January 30, 2015)
- Wrote the paper “[Informal Discovery in State and Federal Courts](#),” which was presented at the New York State Bar’s Labor and Employment Law Section Annual Meeting (January 30, 2015)
- Wrote the chapter “[Social Media and the Employer-Employee Relationship](#)” for PLI’s *Employment Discrimination Law & Litigation 2014* (June 2014)
- Wrote the chapter “[Internal Controls, Accrual Adjustments and Loss Forecasting](#)” for PLI’s *Basics of Accounting for Lawyers 2014: What Every Practicing Lawyer Needs to Know* (May 2014)
- Took part in a panel titled, ““Don’t Get Mad, Get Even’: Retaliation Claims” as part of PLI’s *Employment Discrimination Law & Litigation 2014* (June 18, 2014)
- Presented on a panel titled, “Regulatory Trends, Fraud, and Other Issues on the Horizon” as part of PLI’s Basics of Accounting for Lawyers 2014: What Every Practicing Lawyer Needs to Know (May 15, 2014)

- Served on panels organized by the National Council for Research on Women and American Express, the National Association of Black Accountants, Harvard Law School Women’s Association, the Yale Women of Color Collective, Ms. JD and the Kate Stoneman Project
- Featured in the ABA’s book *What It Takes: How Women of Color Can Thrive Within the Practice of Law*
- Wrote “[Don’t Lose the Forest for the Trees: Failure to Spot Macro Accounting Issues That Violate GAAP: A Review of Highlighted SEC Activity in 2011 and 2012](#),” an article published by the Practising Law Institute as part of its Corporate Law and Practice Handbook series
- Wrote “[Corporate Accounting Fraud in 2010 and 2011: Highlighted SEC Activity and Whether to Hire Outside Counsel When Conducting an Internal Investigation](#),” an article published by the Practising Law Institute as part of its Corporate Law and Practice Handbook series
- Wrote “[Internal Corporate Accounting Controls: Spotlight on CFOs](#),” an article published by the Practising Law Institute as part of its Corporate Law and Practice Handbook series
- Wrote “[When the SEC Alleges Corporate Accounting Fraud: First Steps When Conducting an Investigation](#),” an article published by the Practising Law Institute as part of its Corporate Law and Practice Handbook series
- Wrote “[Now What? Strategic Considerations for Managing Civil Litigation After a Criminal Investigation Has Concluded](#),” published in PricewaterhouseCoopers’ 2008 securities litigation study

Internally, Ms. High serves as co-chair of the Diversity Committee and is one of S&C’s hiring partners. Ms. High also oversees S&C’s active networks for minority associates: the Asian Associates Network, the Network of Black & Latino Lawyers and the LGBT Network. Each of these groups is dedicated to enhancing the experience of S&C’s diverse attorneys and championing their retention and advancement by fostering professional development, networking and mentoring opportunities.

Externally, Ms. High is the Chairwoman of the board of directors of the YWCA-NYC, a Vice Chairwoman of the Legal Aid Society and a board member of the Lawyers’ Committee for Civil Rights Under Law. She also serves on the Steering Committee of the Kate Stoneman Project, is a Trustee of the Harvard Law School Association, New York City, and is a member of the Association of Black Women Attorneys and Metropolitan Black Bar Association. Ms. High is also a Fellow of the American Bar Foundation, and a member of the Council of Legal Advisors to Delta Sigma Theta Sorority, Inc.