# Teresa D. Hudson

## Partner

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**Practice Areas**

Labor & Employment

Litigation

Teresa draws on experience as an employment lawyer, senior human resources executive, and credentialed mediator to counsel employers on complex workplace matters and defends them in litigation and administrative proceedings. With three decades of combined legal and human resources experience, she provides practical, business-focused guidance informed by a deep understanding of the operational and organizational considerations that drive employment decisions.

Teresa advises employers across the full spectrum of the employment relationship, including employee relations, workplace policies, compensation and benefits, talent and performance management, retention, succession planning, leadership development, training, and the employment dimensions of mergers and acquisitions. She also represents clients before the U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, Texas Workforce Commission, and other government agencies.

Her litigation practice encompasses claims involving discrimination, harassment, retaliation, wage and hour compliance, disability accommodation, employee leave, and other federal and state employment laws. Teresa has defended employers in class and representative actions, government investigations, mediations, hearings, and trials. Her perspective as a credentialed mediator further enables her to assess risk, identify key issues, and guide parties toward practical resolution.

Before returning to private practice, Teresa held senior legal and human resources leadership positions with corporations, health care organizations, and institutions of higher education. As a chief

human resources officer and strategic adviser to executive leadership, she directed global human resources functions, led compliance initiatives, and oversaw labor and employee relations. This first-hand executive experience shapes her ability to deliver legal advice that is responsive to both immediate workplace challenges and broader business objectives.

Teresa also counsels athletes, educational institutions, collectives, and brands on name, image, and likeness matters. Her work includes drafting and negotiating NIL agreements and providing training to domestic and international athletes on the legal and business considerations surrounding NIL opportunities.

## Other Info About Teresa

### Experience

Successfully defended an employer through a multi-million-dollar class action filed under the Private Attorney General Act (PAGA) and settled the matter for 5% of what the class sought.

Successfully defended PEO organization in regulatory litigation before U.S. Department of Labor.

Successfully guided large, regional homebuilder to a “defense costs” settlement in a contentious, lengthy litigation.

Defended employers before the Equal Employment Opportunity Commission, the U.S. Department of Labor, and the Texas Workforce Commission in claims ranging from discrimination, harassment, and retaliation while employing tactics to significantly reduce exposure.

Guided employer through multiple adversarial proceedings before the California Department of Fair Employment and Housing while achieving settlements for less than 10% of the complainant’s demands. Guided several clients through labor and employment challenges caused by the COVID-19 Pandemic while designing and implementing the clients’ initial response and internal program/processes to ensure compliance with the Families First Coronavirus Response Act and the CARES Act.

## Education

Thurgood Marshall School of Law, Texas Southern University, Houston, TX, J.D.

Tulane University, New Orleans, LA, B. A. – Social Sciences with Minor in Human Resource Management

## Courts

United States Supreme Court

State Courts of Texas

U.S. District Court for the Western District of Texas

U.S. District Court for the Southern District of Texas

## Recognition

*Inaugural Lasting Impact Award*, Houston Lawyers Association

*Robert W. Hainsworth Founders Outstanding Service Award*, Houston Lawyers Association

*Galveston County 38$^{th}$ Annual Image Awards, Service Activities Award* for Delta Sigma Theta Sorority, Inc.

## Professional Affiliations

Texas Bar College, Member

Texas Bar Association Foundation, Sustaining Life Fellow

Houston Bar Association (Advancing Belonging and Cultures Committee, Co-Chair; *The Houston Lawyer Magazine*, Editorial Board, Member)

Houston Lawyers Association, Judicial Oversight Committee, Membership Committee

Thurgood Marshall School of Law Alumni Board, Board Secretary; Legacy Ball Committee Co-Chair

Delta Sigma Theta Sorority, Inc., Member

- *Immediate Past Vice President – La Marque Alumnae Chapter 2021-2025*
- *Past President – La Marque Alumnae Chapter 2011-2013*
- *Past Recording Secretary – La Marque Alumnae Chapter 2005-2009*

La Marque Alumnae Charitable and Educational Foundation (501(c)3), Past President

South Central Gulf Texas Higher Education Recruitment Consortium (HERC), Past Board Member

**Presentations**

Speaker, "Employment Law Landscape for Nonprofits: Governance of Nonprofit Organizations", Texas State Bar CLE's 23rd Annual Course

Lecturer, "NIL Compliance and Beyond, A Lawyer's Guide for College Football Coaches", National Coalition of Minority Football Coaches

Panelist, "How Sports Lawyers Tackle Legal Challenges off the Pitch", Houston Dynamo FC

Panelist, "Let's Discuss Menopause", Houston Bar Association Gender Fairness Committee

"NIL vs. Education: Navigating the Future, Rose Table Dialogue", Rose Bowl Institute

Panel Moderator, "Understanding NIL", Women In Sports and Events, Houston Chapter

Panel Moderator, "The New Playbook: Expert Insights on NIL", SEIcon

Speaker, "When to "Due" It, Employment Law Due Diligence in Mergers & Acquisitions", Mergers & Acquisitions Forum, Houston Chapter

Speaker, "HR Best Practices", Annual Manager/Supervisor Training, Plastic Express

Speaker, “COVID Legal Issues, How the Pandemic Has Affected Business Litigation and Employment Practices”, Murphy Oil Corporation

Speaker, “Employment Law Update”, Texas Expands Scope of Sexual Harassment Laws, Texas Bar CLE

Galveston County Judicial Candidate, 405th Texas District Court

## Major Publications

“Navigation AI in the Workplace: Legal and Ethical Implications Across the Employee Life Cycle”, March 2025

“The Court Says You Can Pay Women Less?”, *Inc.*, May 2017

“Business Travel and Expense Policy Best Practices”, *Small Biz Daily*, June 2016

“4 Strategies for Attracting and Retaining Top Talent”, *The Business Journals,* May 2016

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