



 **Clay T. Grover**  
**Partner**

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Mr. Grover worked as an associate with the litigation firm of Essmyer, Tritico & Clary, L.L.P. in Houston, Texas from 1991 until 1998 when he joined the Firm. His practice focuses on the representation of both public and private sector employers in all forms of labor, employment and civil rights matters. Mr. Grover has trial experience in both state and federal courts and has successfully defended claims under the Fair Labor Standards Act, Section 1983, Whistleblower Retaliation, Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Texas Commission on Human Rights, and other statutory and common law claims, including wrongful termination, workers compensation retaliation and various tort claims.

## Practice Areas

- Employment Law
- Civil Rights
- Litigation and Appeals
- School Consulting
- Board Governance and Policy Development
- Open Government
- Administrative Proceedings

## Activities and Affiliations

- State Bar of Texas Labor and Employment Law Section
- State Bar of Texas School Law Section
- Texas Council of School Attorneys
- National Council of School Attorneys

## Education

- Southwest Texas State University (B.A. 1987)
- South Texas College of Law (J.D. 1991)
- Law Review
- Dean's List
- American Jurisprudence Award for the highest achievement in Criminal Law

## Bar/Court Admissions

- U.S. Court of Appeals, Fifth Circuit
- All federal district and state courts of Texas