



Sarah E. Mullen

Education & Sports Law Practice Group Leader

smullen@lewisrice.com

St. Louis, MO / (314) 444-7688

Sarah Mullen represents public and private sector clients in employment, education, municipal, sports and immigration matters, combining litigation experience with proactive legal counsel.

Sarah maintains a dynamic litigation practice, representing clients in both the public and private sectors. She counsels on a wide range of issues, including labor and employment, municipal and school governance and compliance, and immigration.

Sarah defends clients against employment-related claims brought under state and federal law, including discrimination and retaliation actions. She also works closely with employers to reduce legal risk by drafting and revising employee policies, implementing hiring and evaluation practices, and reviewing workforce reduction programs for compliance with Equal Employment Opportunity (EEO) requirements and other statutory obligations. She keeps her clients informed of legal developments and regularly designs and presents seminars and training sessions to promote best practices in the workplace.

Sarah also serves as litigation counsel and day-to-day advisor to municipalities and educational institutions. She previously served as Assistant City Attorney for the City of Kirkwood and has represented the City of St. Charles in civil rights, taxpayer, and employment litigation. Her education law practice includes work for one of the largest public school districts in Missouri, and she acts as outside general counsel for Mary Institute and St. Louis Country Day School (MICDS), advising on matters ranging from third-party service contracts to student conduct.

Sarah's immigration practice includes securing H-1B temporary work visas and green cards for employees, as well as assisting individuals with permanent residence and citizenship applications. She is part of a team at Lewis Rice that handles complex immigration matters and is committed to supporting immigrant communities. Sarah serves on the Board of the Migrant and Immigrant Community Action Project and is a member of the Advisory Board of the Chiapas Photography Project. She is fluent in Spanish.

Sarah is a member of the Firm's Management Committee and serves on the Lewis Rice Women to Women (LRW2W) Committee. She is Practice Group Leader for the Education & Sports Law practice group and a former Co-chair of the Firm's Recruiting Committee. She was selected for inclusion in *Missouri & Kansas Rising Stars*® in 2011–2012 and in

Services

- Immigration
- Labor & Employment
- Education
- Municipal Law, Zoning & Finance
- Athletics
- Sports Law

Missouri & Kansas Super Lawyers® from 2013 to 2023, placing her among the youngest attorneys to receive this recognition.

Outside the office, Sarah enjoys hiking and hunting with her husband and five children and is an avid sports fan.

Education

- Saint Louis University School of Law (J.D., *magna cum laude*, 2008)
 - Academic Excellence Award for highest grade in Torts, Criminal Law, Constitutional Law I, Contracts II, Legal Professions, Conflict of Laws, Labor Law, International Human Rights and Immigration Law; Dean's Honor Scholarship
 - David Grant Award for Clinic Student of the Year
 - *Saint Louis University Law Journal*, Childress Lecture Managing Editor
 - Moot Court, SLU Law National Team
- Washington University in St. Louis (B.A., *summa cum laude*, 2004)
 - American Culture Studies and Spanish

Legal Background

- Prosecuting attorney for the City of Kirkwood, MO (2010-2013)
- Research assistant to Prof. David Sloss, Saint Louis University School of Law (2008)
- Summer associate, Lewis Rice LLC (2006, 2007)

Professional Affiliations

- American Bar Association
- American Immigration Lawyers Association
- Bar Association of Metropolitan St. Louis

Admissions

- Eighth Circuit, U.S. Court of Appeals
- Eastern District of Missouri, U.S. District Court
- Missouri Bar
- Illinois Bar

Charitable & Civic Involvement

- Founding Board Member, Migrant and Immigrant Community Action Project (2013-2017)

Special Honors

- Rising Star Award, Women's Justice Awards, *Missouri Lawyer's Weekly* (2017)
- *St. Louis Business Journal's* 30 Under 30 Class of 2009
- *St. Louis Daily Record* Women's Justice Award Nominee (2008)

Firm Committees

- Member, Management Committee
 - Lewis Rice Women to Women Committee
 - Former Co-chair, Recruiting Committee
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Publications

September 23, 2025

Important Update Regarding Recent H-1B Fee Immigration Proclamation

September 20, 2025

Late Developing: New Immigration Proclamation Could Result in Being Stuck Outside the U.S.

June 23, 2025

Settlement of the House Case

June 9, 2025

Settlement of the House Case: The Basics

May 15, 2025

Missouri Paid Sick Time Law Repealed

August 21, 2024

Federal Judge Invalidates FTC Rule Banning Non-Competes

April 25, 2024

Key Takeaways From the FTC's Final Rule Banning Most Non-Competes

June 12, 2023

Missouri Limits Transgender Athletes' Participation in Sports

December 6, 2022

What Missouri Employers Need to Know about Marijuana Legalization

November 15, 2022

Labor Department Again Rewrites FLSA Independent Contractor Rules

November 10, 2022

Going Digital: CBP Eliminates Passport Entry Stamps

February 7, 2022

Get Ready, Employers – It Is H-1B Cap Season Again

January 13, 2022

Supreme Court Blocks OSHA's Emergency Temporary Standard, Allows CMS Mandate to Move Forward

December 20, 2021

OSHA and CMS Vaccine Mandates: Litigation Update

December 3, 2021

Vaccine Mandates Face Legal Challenges

November 5, 2021

OSHA Releases Long-Awaited COVID-19 Vaccine Mandate

September 16, 2021

Missouri Now Requires Employers to Provide Leave and Accommodations for Victims of Domestic and Sexual Violence

July 15, 2021

Supreme Court Limits Ability to Compel Access to Private Property Without Compensation

June 4, 2021

EEOC Issues Updated Guidance on COVID Vaccination Policies

May 26, 2021

The Changing Workplace Following the Latest CDC Mask Guidance

April 13, 2021

Federal Appellate Court Determines a Website Is Not a “Place of Public Accommodation” Under the ADA

March 26, 2021

COVID-19 Rescue Plan Act Expands Paid Leave Availability but Does Not Revive Employer Mandates

January 26, 2021

Employers, Start Planning Now – Get Ahead with the Upcoming H-1B Cap Season

September 15, 2020

Revised DOL Rule Means More Health Care Workers Are Eligible for Paid Coronavirus-Related Leave

July 8, 2020

Foreign Students and Remote Learning: What Universities and Schools Need to Know Now

July 2, 2020

St. Louis City and County Issue Orders Requiring Face Coverings

June 29, 2020

St. Louis County Updates Re-Opening Orders and Issues New Guidelines

June 23, 2020

Presidential Proclamation Suspending Entry of Certain Employment-Based Nonimmigrant Workers

June 12, 2020

Local Public Health Orders to Continue Limiting Business Activities after Missouri’s Statewide Restrictions End on June 16, 2020

June 3, 2020

St. Louis County Amends Guidelines and Re-Opening Orders in Effort to Further Ease Restrictions on Individuals and Businesses

May 13, 2020

Central Issues for Employers as They Navigate Re-Opening Orders in St. Louis City and County

May 8, 2020

Webinar - Reopening During COVID-19: Questions Employers Must Consider before Bringing Employees Back to Work

May 1, 2020

Reopening During COVID-19: Questions Employers Must Consider before Bringing Employees Back to Work

April 6, 2020

Department of Labor Guidance on Families First Coronavirus Response Act: Employer Takeaways Part Two

April 3, 2020

Department of Labor Guidance on Families First Coronavirus Response Act: Takeaways for Employers Part One

March 18, 2020

Coronavirus Response Act – What Employers Need to Know

March 16, 2020

Coronavirus (COVID-19) Impact on Immigration Compliance and Travel Restrictions

January, 2020

New Details on the H-1B Visa Registration System: Take Action Now in Order to Register by March 1, 2020!

David W. Gearhart, Sarah E. Mullen, Fatima G. Khan

January 2020

Updated Joint Guidance on FERPA and HIPAA Shines Light on Consent and the Privacy of Student Mental Health Records

November 2019

Update on Implementation of the H-1B Registration Fee for the Next Cap Season

December 2018

USCIS Proposes a Pre-Registration System for the Next H-1B Cap Filing Season

May 2018

Sweeping Changes in USCIS Policy on Accrual of Unlawful Presence for F, J, and M Nonimmigrants

May 2018

Changes to Rules Governing F-1 STEM OPT Employment

April 2018

H-1B Cap Reached

July 2017

Action Required: Immigration Inquiries from clientverification@state.gov Are Legitimate

April 2017

Fiscal Year 2018 H-1B Update: Regular Cap Reached in First Week and Targeted Site Visits

February 2017

Urgent Immigration Update for All Foreigners in the U.S. (and for Employers Who Employ Them)

December 2016

Required New I-9 Form and Recent Increased Penalties for Non-compliance

March 6, 2015

H-4 Spouses of Certain Nonimmigrants Can Soon Apply for Employment Authorization

January 5, 2015

Immigration Executive Actions