

## Cody E. King

Associate

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## Focus Areas

Litigation and Trials  
Appellate  
Discrimination and Harassment  
Higher Education  
Wage and Hour  
Class Action  
Healthcare

## Overview

Cody King regularly defends and advises employers of all sizes against a wide variety of employment disputes in federal and state courts arising under anti-discrimination statutes, including Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Family and Medical Leave Act. Cody has successfully defended charges of discrimination by current and former employees before local, state, and federal administration agencies, including the Lexington-Fayette Urban County Human Rights Commission, the Kentucky Human Rights Commission on Human Rights, and the Equal Employment Opportunity Commission.

In addition to his litigation experience, Cody has assisted with internal company investigations in connection with allegations of discriminatory practices and company policy violations. Cody has also worked closely with company leadership and human resources to navigate issues involving accommodation requests, employment agreements, and wage and hour disputes.

Prior to joining Littler, Cody served as a law clerk for Hon. Edward B. Atkins of the U.S. States District Court for the Eastern District of Kentucky, Hon. William O. Bertelsman of the U.S. District Court for the Eastern District of Kentucky, and Hon. Candace J. Smith of the U.S. District Court for the Eastern District of Kentucky. Following his clerkships, Cody worked

for a national full-service law firm in its Commercial Litigation practice group. Cody also participated in the Eastern District of Kentucky's Criminal Justice Act Mentorship program where he second-chaired a criminal defense trial.

## **Education**

J.D., University of Kentucky College of Law, 2019

B.A., University of the Cumberlands, 2014, *cum laude*

## **Bar Admissions**

Kentucky

## **Courts**

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Eastern District of Kentucky

U.S. District Court, Western District of Kentucky