

Kaitlin Paxton

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Overview

As a member of the Littler CaseSmart – Charges™ team and based in Nevada, Kaitlin Paxton is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Prior to joining Littler, Kaitlin spent her entire career exclusively as a management-side labor and employment attorney at a boutique firm based in Las Vegas, NV. She represented businesses of various sizes and industries as well as nonprofits and public entities in all areas of labor and employment.

In addition to extensive work on Title VII charges, including a few conciliations, examples of work she has provided include:

- Preventative advice through trainings, handbook reviews, and climate surveys
- Litigation from complaint and motion to dismiss stage to the discovery and related disputes stage, and all the way up to, most recently, a jury trial that resulted in a unanimous verdict for a client
- Traditional labor law including navigating clients through petitions for election, defending against ULP charges, and sitting at the bargaining table across from some of Las Vegas' largest unions

Professional and Community Affiliations

- Board of Directors, S.A.F.E. House, Las Vegas, NV, May 2023-present
- Member, Southern Nevada Association of Women Attorneys
- Member, American Bar Association

- Member, State Bar of Nevada

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Named, Rising Star, Mountain States, *Super Lawyers*, 2019-present
- Named, Southern Nevada Top Attorneys, Labor and Employment Law, *Nevada Business Magazine*, 2023-present
- Named, Top Rank Attorneys: Up & Coming Attorneys, Labor and Employment Law, *Nevada Business Magazine*, 2022-2023
- Named, Legal Elite: Best Up & Coming Attorneys, *Nevada Business Magazine*, 2020
- Editorial Staff and Lead Managing Editor, *ABA Journal of Labor and Employment Law*
- Recipient, Unfair Competition Book Award, *ABA Journal of Labor and Employment Law*, Spring 2014
- Recipient, Best Editor Award, *ABA Journal of Labor and Employment Law*, 2012-2013
- University Honors Scholar, *University of Nevada, Las Vegas*

Education

J.D., University of Minnesota Law School, 2014, *magna cum laude*

B.S./B.S., University of Nevada, Las Vegas, 2009, *magna cum laude*

Bar Admissions

Nevada

Courts

Nevada Supreme Court

U.S. District Court, District of Nevada

Publications & Press

Committed to Diversity: Using Hiring Preferences Cautiously

Nevada Lawyer

July 2022

It's Not Just Physical: Finding a Neutral Interpretation for Trade Secret Misappropriation Under the Computer Fraud and Abuse Act

ABA Journal of Labor and Employment Law

Spring 2014