

Kaitlyn A. Hansen

Associate

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Overview

Kaitlyn A. Hansen advises and represents employers in a broad range of employment law issues and disputes before state and federal courts, arbitration panels, and administrative agencies. Katie represents employers in all aspects of claims arising under various employment and other statutes including, but not limited to, Title VII of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Equal Pay Act (EPA), and the Fair Labor Standards Act (FLSA). Katie has handled claims involving:

- Discrimination, harassment, and retaliation
- Pay equity
- Failure to accommodate
- Administrative charges
- Claims for unemployment benefits
- Exemption classification issues
- Wage and hour issues

Katie also regularly counsels clients with regard to all aspects of the employee lifecycle, including hiring, performance management, improving employee experience, and ending employment relationships.

Katie is a member of Littler's Wage and Hour Practice Group, as well as its Staffing, Independent Contractors and Contingent Workers Practice Group. She advises clients on employee classification issues, as well as on leveraging contingent workforce solutions. Katie conducts audits to assess and mitigate contingent workforce and employee classification risks, and she also regularly litigates misclassification cases.

Before joining Littler, Katie clerked for former Chief United States Magistrate Judge Diane K. Vescovo and United States District Judge Thomas L. Parker in the Western District of Tennessee. During law school, Katie was senior notes editor for *The University of Memphis Law Review*.

Selected Matters

- Obtained summary judgment for global manufacturing company regarding ADEA claims; affirmed by the Sixth Circuit
- Obtained early dismissal of claims amounting to \$2.5 million against a large national staffing agency
- Obtained summary judgement for a healthcare client regarding Title VII and ADEA claims; affirmed by the Sixth Circuit
- Obtained early dismissal of employment and contract claims against a technology client

Professional and Community Affiliations

- Secretary, Standing Local Rules Committee, U.S. District Court for the Western District of Tennessee
- Associate, Leo S. Bearman Sr. American Inn of Court
- Member, Memphis Bar Association
- Treasurer, LGBT + Ally Section, Memphis Bar Association
- Member, Professionalism and Ethics Committee, Memphis Bar Association
- Member, Labor and Employment Section, Memphis Bar Association
- Member, National LGBT+ Bar Association
- Member, Tennessee Bar Association
- Member, American Bar Association

Recognition

- Recipient, Humphreys Fellowship, *University of Memphis Cecil C. Humphreys School of Law*, 2016-2018
- Recipient, Excellence for the Future Award, Fair Employment Practices, Employee Benefits, Torts I, Criminal Procedure, *University of Memphis Cecil C. Humphreys School of Law*
- Recipient, Dean's Distinguished Pro Bono Award, *University of Memphis Cecil C. Humphreys School of Law*, 2018
- Member, Diversity Leadership Institute, *University of Memphis Cecil C. Humphreys School of Law*, 2017
- Member, Helen Hardin Honors Program, *University of Memphis*
- Recipient, Upsilon Mu Award, Highest GPA in Criminal Justice & Criminology Major, *University of Memphis*, 2015

Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 2018, *magna cum laude*

B.A., University of Memphis, 2015, *magna cum laude*

Bar Admissions

Tennessee

Courts

U.S. Court of Appeals, 6th Circuit
U.S. District Court, Middle District of Tennessee
U.S. District Court, Western District of Tennessee

Publications & Press

A Death Knell for Standard Boiler-Plate Severance Agreements: Key Considerations for Individualized Confidentiality and Non-Disparagement Provisions in Severance Agreements After the National Labor Relations Board's McLaren Macomb Decision

ACC Tennessee Newsletter
Summer 2023

Mandating COVID-19 Vaccines

HR Professionals Magazine
July 28, 2021

Building a More Inclusive Workplace for LGBTQ+ Employees: Bostock and Beyond

HR Professionals Magazine
November 2020

Speaking Engagements

Professionalism and Ethics Panel

University of Memphis School of Law Externship Class
October 15, 2024

State of the Queer Union

Memphis Bar Association CLE
September 27, 2024

Professionalism and Ethics Panel

University of Memphis School of Law Externship Class
March 26, 2024

What's Buzzin' This Spring?: Littler Lawyers Address the Most Invasive Labor and Employment Issues Sprouting Up This Spring

Memphis, TN
March 22, 2023

A Labor of Love: Littler Lawyers Answer Your Most Burning Labor and Employment Questions

February 10, 2022

Books & Book Chapters

- *The Developing Labor Law*, Bloomberg BNA, Contributing Editor, Chapter 29, 2021, 2023, 2024
- *Employment Discrimination Law*, Bloomberg BNA, Contributing Chapter Monitor, Chapter 2, 2021
- *What is Corporate Compliance in Corporate Compliance Practice Guide*, Lexis Nexis, Contributing Editor, Section 33.02, 2021