

Karen E. Smeda

Counsel

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Focus Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations

Overview

Karen Smeda focuses her practice on representing and counseling employers in labor and employment law matters across various industries. Karen's practice ranges in all areas of employment law, such as:

- Title VII of the Civil Rights Act of 1964
- 42 U.S.C § 1981 (Section 1981)
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Family and Medical Leave Act (FMLA)
- Fair Labor Standards Act (FLSA)
- State whistleblower laws
- Workplace investigations
- State and local anti-discrimination and retaliation claims
- Garnishments

She regularly defends employers, of all sizes, before administrative agencies, state, and federal courts while obtaining successful results. She also provides advice, counseling, and training to mitigate the risks of litigation.

During law school, Karen interned at the U.S. Department of Labor, worked as a graduate resident fellow in the West Campus House System, and served on Cornell's Presidential Task Force sub-committee regulating hate speech and harassment on campus. Prior to joining Littler, she practiced employment litigation and defense at an international labor and employment law firm.

Professional and Community Affiliations

- Member, Society for Human Resource Management (SHRM)
- Member, Hillsborough County Bar Association
- Member, Hillsborough Association of Women Lawyers
- Member, Tampa Hispanic Bar Association

Education

J.D., Cornell University Law School, 2018

M.A., Cornell University, 2015

B.S., University of Florida, *summa cum laude*

B.A., University of Florida, *cum laude*

Bar Admissions

Florida

Courts

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

U.S. District Court, Southern District of Florida

Languages

Spanish

Speaking Engagements

2024 Florida Regional Employer Conference

Orlando, FL

November 14, 2024