

## Katherine (Kit) E. Flanagan

Shareholder

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## Practice Areas

Discrimination and Harassment  
Arbitration  
Litigation and Trials  
HR Advice and Counsel  
Leave and Accommodation  
Energy

## Overview

Katherine (Kit) Flanagan handles all areas of employment law for employers, including matters involving:

- Claims of sex, age, national origin, race, disability and pregnancy discrimination and harassment
- Retaliation and whistleblower claims
- Wrongful termination claims
- Other employment-related litigation
- Drug and alcohol testing
- Employment policies and handbooks
- Counsel and advice regarding employee investigations and employment contracts

Kit's practice focuses primarily on employment litigation in federal and state courts; arbitrations with the American Arbitration Association, Financial Industry Regulatory Authority, and private arbitrators; and administrative proceedings before the Equal Employment Opportunity Commission, the Texas Workforce Commission and other state and local human rights agencies. She has specific experience with:

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act

- The Age Discrimination in Employment Act
- The Worker Adjustment and Retraining Notification Act
- Section 1981
- Sarbanes-Oxley
- The Texas Commission on Human Rights Act
- Texas tort, breach of contract and other laws

Kit also regularly provides counseling and advice to employers regarding employment matters and is a frequent speaker and trainer on a range of employment law topics. Her clients include:

- Manufacturers
- Construction contractors
- Retailers
- Staffing services
- Securities firms
- Healthcare providers
- Businesses related to the oil, gas and petrochemical industries

Kit is a member of the Shareholder Compensation Committee, and has served on Littler's Board of Directors. She also previously served as a member of the firm's Associates Committee and as the Office Managing Shareholder of Littler's Houston office.

Prior to joining Littler, Kit practiced employment law and general litigation in Raleigh, North Carolina. In law school, she was on the executive committee of the Moot Court Board and was staff editor of the journal, *Law and Contemporary Problems*.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of Texas

## Events & Speaking Engagements

### 2022 Houston Regional Employer Conference

Houston, TX

October 6, 2022

### 2021 Houston Employer Conference

Houston, TX

October 26, 2021

### Wage and Hour Mistakes Employers Still Make (and Some New Challenges)

2018 Houston Employer Conference

August 8, 2018

**Whistleblowers and Retaliation: Avoiding These Claims**

2017 Littler Houston Employer Conference

August 10, 2017

**Conducting Lawful Investigations**

Littler Mendelson, Houston, TX

August 22, 2013

**Current Developments in Employment Law**

American Association of Port Authorities, San Francisco, CA

April 14, 2011

**Anatomy of a Pay Discrimination Lawsuit**

American Petroleum Labor Lawyers Association, Houston, TX

September 2009

**How Do You Spell Retaliation? A Look at the Ever Expanding World of Retaliation Claims**

Littler Mendelson, Houston, TX

August 11, 2009

**Retaliation Claims in Federal and State Courts**

Advanced Employment Law Seminar - University of Houston, Houston, TX

December 4, 2008

**Why Can't We Fire That Complaining So & So? – A Retaliation Update**

Littler Mendelson, Houston, TX

August 7, 2008

**Harassment – Sexual and Otherwise**

Advanced Employment Law Seminar - University of Houston, Houston, TX

November 29, 2007

**Wage & Hour Laws: Pitfalls & Traps**

Associated General Contractors of America, Inc. (AGC), Houston Chapter

January 2007

**Harassment, Sexual and Otherwise**

Advanced Employment Law Seminar - University of Houston, Houston, TX

November 30, 2006

**Sexual Harassment – Avoiding, Investigating, and Defending Claims**

Employer-Side Employment Law Seminar - University of Houston, Dallas, TX

December 15, 2005

## Employment Law Update

Houston, TX

October 20, 2005

## Recognition

- Named, The Best Lawyers in America® , 2013-2025
- Named, Lawyer of the Year, Houston, *The Best Lawyers in America*©, 2024
- Named, Super Lawyer, Texas, *Super Lawyers*, 2005, 2008-2020
- Named, Rising Star *Super Lawyers*, 2004

## Education

J.D., Duke University, 1990, *With Honors*

B.A., George Washington University, 1987, *magna cum laude*

## Bar Admissions

Texas

## Courts

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Texas

U.S. Court of Appeals, 5th Circuit

## Publications & Press

### Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

*Press Release*

August 19, 2021

### Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

*Press Release*

August 20, 2020

### Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

*Press Release*

August 15, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**Littler Elects Three New Members to Board of Directors**

*Press Release*

February 2, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Press Release*

September 7, 2012