



Kimberly N. Dobson

Shareholder

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Practice Areas

Leave and Accommodation
Discrimination and Harassment
Litigation and Trials
Handbooks and Policies

Overview

Kimberly N. Dobson has dedicated her legal career to counseling and representing employers in a wide range of employment law matters.

Kim's practice focuses on representing private, public and nonprofit entities in state and federal courts and before various administrative agencies in litigation involving claims of discrimination, harassment and retaliation. She has participated in all phases of litigation from commencement through trial and appeal.

In addition to her litigation practice, Kim has a robust advice and counsel practice and regularly advises clients in various industries on compliance with federal, state and local employment laws. Kim navigates clients through all facets of the employment relationship from hire through separation. She also prepares and reviews employment policies, handbooks and agreements for legal compliance. Kim has extensive experience assisting clients with the design and administration of leave of absence and accommodation policies and procedures and counsels clients regarding day-to-day leave and accommodation issues. Kim also conducts training sessions on topics such as harassment, discrimination, retaliation, performance management, leaves and accommodations, as well as diversity, equity, inclusion and belonging.

Prior to joining Littler, Kim worked as an associate for a national labor and employment law firm for several years. She previously served as a judicial intern for the Hon. Arthur F. Engoron of the New York City Civil Court.

While attending law school, Kim was the managing editor of production for the Maurice A. Deane School of Law at Hofstra University's *Journal of International Business and Law* and received an award of excellence for her work in the Community

and Economic Development Clinic.

Professional and Community Affiliations

- Former Vice President of Programs and Recording Secretary, Amistad Long Island Black Bar Association
- Member, National Association of Women Lawyers
- Member, American Bar Association

Events & Speaking Engagements

Breaking Barriers: Advancing DEI & Belonging in the Legal World

New York State Bar Association

September 30, 2024

2024 Tri-State Regional Employer Conference

New York, NY

September 19, 2024

Navigating Leave of Absence and Accommodation Requests

Melville, NY

July 11, 2024

Sexual Harassment & Whistleblower Training

New York Association of Mortgage Brokers

May 7, 2024

10 Strategies To Be a Culturally Effective Lawyer

New York State Bar Association

January 17, 2024

Diversity, Equity, Inclusion & Belonging Legal Update

Nassau County Bar Association

November 14, 2023

DEI & Belonging – Words Matter: Saying the Right Thing

New York State Bar Association

June 12, 2023

Navigating Employment Law Issues

Black In-House Counsel Network

April 27, 2023

While We Were Quarantining

New York City Bar Association

March 4, 2022

Emerging Risks – Risk Management Considerations in the Cannabis Industry

Insurance Symposium

October 28, 2021

Diversity, Equity & Inclusion - Being All Together

New York State Bar Association

October 8, 2021

Reopening Your Business: From a Health, Legal and Protected Prospective

Queens Chamber of Commerce

September 10, 2020

COVID-19 in the Workplace: Recent Developments and Compliance Challenges

August 7, 2020

New Workplace Laws and Training Requirements in the Post-#MeToo Era

Training the Trainer

May 16, 2019

Recognition

- Named, Ones to Watch *The Best Lawyers in America*®, 2024-2025
- Recipient, Long Island Public Interest and Pro Bono Attorney of the Year *Touro Law Center*, 2017
- Named, Who's Who in Women in Professional Services *Long Island Business News*, 2012
- Recipient, Award of Excellence *Maurice A. Deane School of Law at Hofstra University*, 2008

Education

J.D., Maurice A. Deane School of Law at Hofstra University, 2008, *cum laude*

B.A., University of Pennsylvania, 2004

Bar Admissions

New York

Connecticut

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Eastern District of New York
U.S. District Court, Southern District of New York

Publications & Press

Littler Selects New Leaders for Bollo Affinity Group

Press Release

March 26, 2024

A Conversation on Black Resistance, Resilience and Being Real

Littler Podcast

February 27, 2023

Littler Elevates 33 Attorneys to Shareholder

Press Release

January 6, 2022

New York Department of Labor Releases Final Regulations for State Sick Leave Law

Littler ASAP

December 28, 2021

New York State's "New Normal": Navigating New York State's Recently Changed Anti-Discrimination and Anti-Harassment Laws

New York Litigator

Winter 2020

COVID-19 – A Retail Industry Focus

Littler ASAP

March 19, 2020

Littler's Long Island Office Expands with Addition of Kim Dobson

Press Release

July 2, 2018

The Originality of Photographs for Purposes of Copyright Law Before and After *Brideman Art Library, Ltd. v. Corel Corp.*

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