

## Z. Kathryn Branson

Shareholder

3960 Howard Hughes Parkway

Suite 300

Las Vegas, NV 89169

main: +1 (702) 862-8800

direct: (702) 862-7730

fax: +1 (702) 862-8811

kbranson@littler.com



---

## Practice Areas

Discrimination and Harassment

Leave and Accommodation

Legislative and Regulatory Practice

HR Advice and Counsel

Litigation and Trials

Handbooks and Policies

Construction

Hospitality

Financial Services

## Overview

Katy Branson's practice has evolved through her successful defense of employers in litigation, arbitration, and before various administrative agencies throughout Nevada. She excels at collaborating with clients to understand their goals, and thinks and acts strategically to realize those goals in partnership with them. Katy understands the effect that litigation has on clients' business operations, and works hard to help clients navigate and manage the potential impact, including through attentive cost management.

Katy's experience includes defending claims arising under:

- Title VII of the Civil Rights Act
- Section 1981
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Equal Pay Act (EPA)
- Nevada anti-discrimination laws

- Nevada wage and hour laws
- Fair Labor Standards Act (FLSA)
- The Pregnancy Discrimination Act (PDA)
- Nevada Pregnant Workers' Fairness Act
- Nevada's Domestic Violence Leave Act
- Federal Arbitration Act
- Defend Trade Secrets Act
- Nevada Uniform Trade Secrets Act
- Nevada Industrial Insurance Act (workers' compensation)
- State common law and statutory claims such as wrongful discharge, constructive discharge, breach of contract, restrictive covenants, negligent retention, negligent hiring, and infliction of emotional distress

In addition to litigation, Katy provides counsel in matters of employee attendance, discipline, performance and involuntary termination, and conducts investigations – both proactively and in conjunction with administrative charges and investigations. She regularly conducts trainings for clients focused on topics including harassment, discrimination, retaliation and investigations.

Katy also serves as the Nevada coordinator and liaison for Littler's Workplace Policy Institute (WPI). Katy focuses on Nevada state legislative and regulatory developments in employment and labor law, as well as municipal ordinances and regulation of the workplace. She assists the employer community in understanding and preparing for the potential impact of new Nevada legislation.

## Professional and Community Affiliations

- Member, State Bar of Nevada Fee Dispute Committee, January 2014-present
- Secretary, Labor and Employment Section, State Bar of Nevada, 2018-present
- Member, Labor and Employment Section, State Bar of Nevada, 2014-present
- Barrister, Howard D. McKibben Inns of Court, 2010-present

## Events & Speaking Engagements

### 2024 Nevada Regional Employer Conference

Las Vegas, NV

October 16, 2024

### Managing Legal Compliance and Workplace Culture in the Nevada Cannabis Industry

August 1, 2024

### 2022 Nevada Regional Employer Conference - Reno

Reno, NV

September 13, 2022

**2022 Nevada Regional Employer Conference - Las Vegas**

Las Vegas, NV

September 8, 2022

**When Every Day is “Blursday” - Wage and Hour Compliance for a Remote Workforce**

Nevada Virtual Regional Employer Conference

September 14, 2021

**Post-Election Impact: What to Expect Under a Biden Administration**

February 18, 2021

**2020 Nevada Virtual Employer**

October 29, 2020

**A Legal Update: Answers to Nevada Employers' Pressing Questions**

April 14, 2020

**2019 Nevada Employment Law Update**

2019 Nevada Employer Conference, Las Vegas, NV

September 24, 2019

**Nevada Paid Leave Law and FMLA/ADA Developments**

2019 Nevada Employer Conference, Las Vegas, NV

September 24, 2019

**2019 Nevada Employment Law Update**

2019 Nevada Employer Conference, Reno, NV

September 19, 2019

**Nevada Paid Leave Law and FMLA/ADA Developments**

2019 Nevada Employer Conference, Reno, NV

September 19, 2019

**Human Resource Law from Start to Finish**

NBI

September 11, 2019

**2019 Nevada Employment Law Legislative Update**

Webinar for the State Bar of Nevada

September 10, 2019

## **2019 Legislative Update**

Littler Webinar

July 16, 2019

## **A Busy Nevada Legislative Session: An Update on the Important New Employment Laws**

Las Vegas Chapter of the Association of Legal Administrators

July 11, 2019

## **Employment Law Update**

Nevada Employer Conference, Reno, NV

September 21, 2017

## **Leaves of Absence: Nevada Pregnant Workers' Fairness Act, Domestic Violence Leave, ADA and FMLA**

Nevada Employer Conference, Las Vegas, NV

September 6, 2017

## **Employment Law Update**

Nevada Employer Conference, Las Vegas, NV

September 6, 2017

## **AAP Compliance, Part II, 2016 and Beyond, LGBT Issues in the Workplace**

Southern Nevada Industry Liaison Group, Las Vegas, NV

June 28, 2016

## **Recognition**

- Named, Ones to Watch *The Best Lawyers in America*®, 2024-2025
- Named, Rising Star, Mountain States, *Super Lawyers*, 2013-2014, 2017-2018
- Named, Legal Elite - Best Up & Coming Attorneys *Nevada Business Magazine*, 2013
- Recipient, CALI Award for Professional Responsibility *University of Nevada, Las Vegas William S. Boyd School of Law*, Fall 2008

## **Education**

J.D., University of Nevada, Las Vegas William S. Boyd School of Law, 2009

B.A., Whitman College, 2004

## **Bar Admissions**

Nevada

## **Courts**

U.S. Court of Appeals, 9th Circuit  
U.S. District Court, District of Nevada

## Languages

Spanish

## Publications & Press

### **Annual Report on EEOC Developments – Fiscal Year 2020**

*Littler Report*

March 1, 2021

### **Littler Announces New Shareholders and Principals Elevating 26 Attorneys**

*Press Release*

January 4, 2021

### **Annual Report on EEOC Developments – Fiscal Year 2019**

*Littler Report*

March 5, 2020

### **Nevada Labor Commissioner Issues Advisory Opinions Clarifying Mandatory PTO Law**

*Littler ASAP*

November 8, 2019

### **Nevada Employers Invited to Comment on New Workplace Laws**

*Littler ASAP*

July 12, 2019

### **Settlement Agreements Cannot Prevent Nevada Employees from Disclosing Workplace Sex Discrimination or Harassment**

*Littler ASAP*

June 19, 2019

### **Annual Report on EEOC Developments – Fiscal Year 2018**

*Littler Report*

January 28, 2019

### **Annual Report on EEOC Developments — Fiscal Year 2017**

*Littler Report*

February 27, 2018

### **No ADA Claim Where Worker Fired for Threatening Co-Workers**

*SHRM*

January 9, 2015