

## Curtis R. Summers

Shareholder

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## Focus Areas

Hiring, Performance Management and Termination  
Leaves of Absence and Disability Accommodation  
Policies, Procedures and Handbooks  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Emerging Companies and Venture Capital  
Healthcare

## Overview

Curtis R. Summers balances his practice between litigation and human resources counseling. On the litigation side, Curtis defends employers in all types of employment disputes, from single-plaintiff discrimination claims to class and collective wage and hour matters. He has also handled defense of judgments on appeal before the U.S. Courts of Appeal and state courts of appeal. Curtis's litigation experience also extends to pursuing claims for violations of restrictive covenants and litigating various other tort and contract claims in the employment context.

On the counseling side, Curtis focuses his practice on human resources compliance and litigation avoidance strategies. His experience in those areas includes:

- Counseling employers on practices related to recruiting, performance management, and disciplinary action
- Advising on disability accommodation and leave of absence questions, and developing robust employer policies and processes in those areas
- Auditing and developing compliant workplace policies for multi-state employers
- Guiding, conducting, and auditing workplace investigations
- Conducting training for workforces and management on equal employment opportunity topics, compliant performance management practices, and managing accommodation and leave requests

- Providing other guidance on best practices in the employer-employee relationship from a legal perspective

Curtis's experience in both litigation and counseling stretches across a variety of industries, including insurance, healthcare, education, banking and financial services, manufacturing, and technology. His clients range from smaller, emerging businesses and charitable organizations to large national and international corporations.

Curtis has also put his extensive employer counseling experience to work by joining Littler's Vaccination Working Group to assist companies in navigating federal, state, and local COVID-19-related restrictions, vaccination questions, and reopening requirements.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Kansas Bar Association
- Member, Missouri Bar Association
- Board Member, Olathe Health Charitable Foundation, 2020-present

## Recognition

- Named, The Best Lawyers in America®, 2021-2025
- Named, Rising Star, Missouri and Kansas, Employment and Labor, *Super Lawyers*, 2012-2015

## Education

J.D., University of Kansas School of Law, 2005

B.S., Kansas State University, 2002

## Bar Admissions

Kansas

Missouri

## Publications & Press

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

*Littler Press Release*

August 19, 2021

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

*Littler Press Release*

August 20, 2020

**Reopening the Workplace? Here are the Dos and Don'ts**

*C2FO*

July 8, 2020

**Big Changes in Missouri: A New and Improved Missouri Human Rights Act Becomes Law**

*Littler ASAP*

July 6, 2017

**One Step Remains in Correcting the Missouri Human Rights Act**

*Littler ASAP*

May 10, 2017

**Littler Adds Two Shareholders to Kansas City Office**

*Littler Press Release*

October 6, 2016

**Speaking Engagements**

**2024 Kansas City Regional Employer Conference**

Kansas City, MO

October 8, 2024

**2023 Kansas City Regional Employer Conference**

Kansas City, MO

October 10, 2023

**2022 Kansas City Regional Employer Conference**

Kansas City, MO

July 28, 2022

**Just How Accommodating Do We Have to Be?**

Kansas City Employer Conference

June 26, 2018

**Big Changes in Store for Missouri Employers: What's New, How it Impacts Your Organization, and What You Can Do To Prepare**

Kansas City, MO

April 4, 2017