



Karimah J. Lamar

Of Counsel

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Wage and Hour
Class Actions
Litigation and Trials

Overview

Karimah J. Lamar advises and defends clients in matters involving labor and employment law. She is devoted to helping employers navigate the complexities of employment law. Karimah has extensive experience representing clients in federal and state courts in disputes and allegations concerning wrongful termination, claims of discrimination and harassment, retaliation, wage and hour disputes ranging from payment of wages to meal and rest breaks, class actions, PAGA claims, and other labor and employment litigation.

She has successfully achieved summary judgment and summary adjudication on various discrimination and harassment claims, including establishing that plaintiffs are not entitled to indefinite leaves of absence.

Karimah also successfully argued a case on appeal that resulted in a published decision and established that certain employers have absolute immunity when reporting suspected elderly abuse by employees.

Karimah handles matters before various administrative agencies, including the Equal Employment Opportunity Commission, the California Department of Fair Employment and Housing, and the California Department of Labor Standards Enforcement.

Advising employers on compliance with the labor and employment laws is a significant area of Karimah's practice. She counsels employers on compliance strategies involving wage and hour laws, the WARN Act, and family and medical leave laws. Karimah also assists employers with developing and implementing litigation-avoidance approaches. To this end, she provides ongoing advice and counsel to ensure employers are compliant with applicable statutes and regulations. In support of her advisory role, Karimah regularly drafts employee handbooks and other personnel policies, as well as conducts training sessions on topics such as sexual harassment prevention, diversity, and conducting proper investigations.

Professional and Community Affiliations

- Member, American Bar Association
- Member, San Diego County Bar Association
- Member, Lawyers Club
- Member, Earl B. Gilliam Bar Association
- Member, Board of Directors, San Diego Delta Foundation
- Member, Legal Aid
- Member, Delta Sigma Theta Sorority, Inc
- Member, Voices for Children
- Volunteer, Habitat for Humanity
- Volunteer, Casa Cornelia Law Center
- Volunteer, Susan G. Komen 3-Day for the Cure

Recognition

- Named, Rising Star, *Super Lawyers*, 2015-2016
- Recipient, Wiley W. Manuel Pro Bono Services Award, *State Bar of California*, 2005-2007
- Recipient, Outstanding Service Award, *Legal Aid*, 2005-2007
- Recipient, American Jurisprudence Award: Legal Strategy, *University of California, Berkeley, School of Law*

Education

J.D., University of California, Berkeley, School of Law, 2005

B.A., Spelman College, 1999, *magna cum laude*

Bar Admissions

California

Courts

U.S. District Court, Southern District of California

U.S. District Court, Central District of California

Publications & Press

Littleton Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award

Littleton Press Release

January 22, 2020

California's New Standard for Determining Independent Contractor Classifications

California Employment Law Letter

May 2018

6 Calif. Employment Bills Employers Should Track

Law360

May 2017

CA Court OK's Meal Period Waiver Exception For Healthcare Workers

California Employment Law Letter

April 2017

Univision Radio Host Sings The Blues Over Adverse Disability Ruling

California Employment Law Letter

December 2016

Mandated Reporter Immunity Protects the Report, But Does it Protect Reporting-Related Conduct As Well?

Lifeline Care at Home

August 2016

Benefit of Counsel: Cleaning Up - Why Employers Should Care About Reforming California's PAGA

Staffing Industry Review

June 2016

NLRB Continues to Circumvent State and Federal Law

Bender's California Labor & Employment Bulletin

May 2016

California Provides Some Relief From Wage Statement Litigation

Restaurant Hospitality

February 2016

Issues of Class Manageability Must Be Considered Before Certifying A Class

California Employment Law Letter

November 2015

The PAGA Divide: Drafting Arbitration Agreements Post-Iskanian

Bender's California Labor & Employment Bulletin

April 2015

AutoZone Ordered To Pay \$185 Million For Pregnancy Discrimination

California Employment Law Letter

December 2014

California Supreme Court Provides Guidance On The Commissioned Salesperson Exemption

Bender's California Labor & Employment Bulletin

November 2014

Marketing Success: How Did She Do That?

ABA Law Practice

2014

Employee Prevails: It's Wrongful Termination, Not Job Abandonment

California Employment Law Letter

September 9, 2013

Investigating Sexual Harassment Complaints

MM&A Insurance Services' Blog

February 20, 2013

Employee Has No Obligation to Arbitrate

California Employment Law Letter

August, November 2012

Speaking Engagements

A Supervisor's Guide to Preventing Workplace Harassment | California Compliant

September 15, 2021

Returning to the Workplace

Webinar, National Association of Church Personnel Administrators

May 28, 2020

Sexual Harassment Prevention Training

On-Site Client Training

February 2018 - February 2013

New Employment Law for 2018

ProVisors San Diego Human Capital Group
January 2018

Key Issues for Easing the Pain of Being a California Employer

HR Advisory Group for ProVisors
October 2016

Religious Institutions Employment Law Training

Religious Institution
August 2014

How to Conduct Proper Investigations

East County Chamber of Commerce
August 2014

Employment Law Update from A to Z in California

Lorman Education Services
June 2014

The Devil's in the Details: How Workplace Investigations Tip the Scales in Litigation

Southern California Public Management Association - Human Resources Annual Training Conference
March 2014

Top 5 Employment Law Issues Facing Business Owners

ProVisors
February 2013

Help Wanted: Legal issues to Consider in the Hiring Process

Human Resources Roundtable
April 2012