Littler
Employment & Labor Law Solutions Worldwide™

Katherine C. Franklin

Contract Attorney

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Focus Areas

Corporate Compliance and Ethics
Investigations
International Employment Law
Training - Compliance, Ethics, Leadership
Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Littler Learning Group

Overview

Katherine C. Franklin is an experienced litigator and trial attorney who has represented employers for more than 30 years. Her practice focuses on:

- Training executives, managers, HR professionals, and ethics and compliance officers in all areas of employment law and ethics and compliance, including harassment prevention, violence prevention, lawful and effective investigations, the Americans with Disabilities Act Amendments Act and the Family and Medical Leave Act, diversity, performance management, manager boot camp, effective hiring, anticorruption laws including the Foreign Corrupt Practices Act and UK Bribery Acts, executive ethics and compliance, code of conduct and whistleblower claims and retaliation, compliance issues and global employment law
- Advising clients on the implementation and maintenance of proactive employment practices
- Teaching workplace investigation best practices for U. S. and multinational organizations
- Wrongful discharge and discrimination litigation

Katherine advises both U. S. and multinational companies on proactive employment and compliance practices. She assists companies with creating and revising investigation protocols, codes of conduct and developing ethics and compliance programs. She also advises companies on proactive employment practices in multiple areas.

Katherine has vast experience training executives and managers using interactive training programs designed to minimize employment litigation. She has trained thousands of managers and employees and has prepared, designed and implemented many different training programs all across the U. S. and globally, including harassment prevention, violence prevention, lawful and effective investigations, the Americans with Disabilities Act Amendments Act and the Family and Medical Leave Act, Managers' Boot Camp, retaliation prevention, effective hiring and performance management.

Katherine has substantial experience training companies, including multinational organizations, on ethics and compliance issues. She has traveled abroad to many countries including India, China, the Philippines, Canada and countries throughout Europe to teach global employment law and ethics compliance to multinationals.

Katherine has also prepared, designed and implemented many diversity training programs for HR teams, executives, management and employees.

In partnership with the Washington State Department of Personnel, Littler Mendelson created the HELP Academy, a comprehensive program designed to train state managers and human resource professionals. Through this program, Katherine has helped to train hundreds of people in all aspects of employment law. In 1999, the HELP Academy received the Innovations Award from the Council of State Governments for proactively addressing the alarming increase in human resource-related conflicts, litigation and liability.

Katherine is a frequent speaker on employment law topics to lawyers, ethics and compliance officers and human resources professionals at companies in the United States and around the world. Katherine served on the Washington Supreme Court's Gender and Justice Commission for two terms. She was President of the Washington Women Lawyers in 1993-1994.

Recognition

- Named, Recommended Lawyer, Workplace and Employment Counseling, *Legal 500 United States*, 2016

Education

J.D., University of Washington, 1986
B.A., University of Washington, 1983, *magna cum laude*

Bar Admissions

Washington

Courts

U.S. Court of Appeals, 9th Circuit

Publications & Press

Conducting Internal Workplace Investigations – Are You Prepared?
Littler Podcast
September 6, 2016

Littler Ranks in The Legal 500 United States Guide
Littler Press Release
June 20, 2016

Eight Steps Toward Eliminating Workplace Bullying
The National Law Journal
August 24, 2015

8 Steps for Addressing Bullying in the Workplace
Corporate Counsel
August 11, 2015

Building an Effective 'Speak-Up' Culture
Human Resource Executive Online
September 11, 2014

Global Investigations: A Six-Step Process
HR Magazine
November 1, 2013

Global Corruption Quandaries
Human Resources Executive Online
May 1, 2013

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute
Littler Report
February 21, 2013

A Roadmap to Effective and Lawful Global Investigations
Human Resources IQ
December 10, 2012

U.S. Department of Justice and SEC Release Long-Awaited Guidance on Foreign Corrupt Practices Act
Littler Insight
November 16, 2012

How to Conduct Global HR Investigations – an Illustration
Compliance Week
November 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute
Littler Report
February 15, 2012

Avoiding Corruption: A Practical Approach to the Foreign Corrupt Practices Act and the UK Bribery Act
Conference Materials
February 1, 2012

OSHA's Interim Final Regulations Clarify the Whistleblower Complaint Investigation Process and Define Available Remedies
Littler Insight
November 15, 2011

The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade
Littler Report
September 30, 2010

Phil Gordon and Katherine Cooper Franklin Encourage Social Media Policies
BNA: Privacy and Security Law Report
June 22, 2009

The Critical Role of Trust Between Employees and Employers in the Development of Workplace Law
Littler Report
April 4, 2003

Speaking Engagements

Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques and Avoiding Common Pitfalls
NHRMA, Bellevue, WA
September 7, 2016

Second Annual Puerto Rico Conference
Condado VanderbiltSan Juan, Puerto Rico
August 18, 2016

Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques and Avoiding the Common Pitfalls
The 2016 Executive Employer® Conference, Scottsdale, AZ
May 6, 2016

Conducting Lawful Investigations: The Good, the Bad, and the Ugly
ECOA/ECI, Orlando, FL
May 2, 2016

Maintaining and Managing a Respect-Based Workplace and Preparing for Bill 132
Toronto, ON
April 12, 2016

Conducting Compliance Investigations
OCEG Webinar
November 2015

Conducting Lawful Investigations: An Interactive Program for Internal Investigators
Toronto, ON
November 24, 2015

Compliance Week Europe
Brussels Marriott Hotel Rue Auguste Orts 3-7/Grand Place1000- Brussels Belgium
October 26, 2015

Ethics, Codes of Conduct and the Consequences of Corruption
NHRMA Conference, Portland, OR
October 2015

Littler Global Puerto Rico Conference
Hato Rey, PR
August 20, 2015

Global Compliance & Cross-Border Investigations: Strategies for Enforcement and Risk Management
June 17, 2015

Presenter
SCCE Higher Education Compliance Conference, Austin, TX
June 2015

The Good, the Bad & the Ugly – Conducting Lawful Investigations
The Executive Employer Conference, Phoenix, AZ
May 2015

Why Can't I Just Ask
The Executive Employer Conference, Phoenix, AZ
May 2015

Presentation Skills and Training Strategies for the Modern Workplace
The Executive Employer Conference, Phoenix, AZ
May 2015

Presenter
PHRMA Conference, Portland, OR
May 2015

Presenter
ECOA Annual Ethics & Compliance Conference, Grapevine, TX
March 2015

Creating a "Speak Up" Culture Work Shop
Anchorage, AK
June 19, 2014

Ten Solid Ways to Prevent Retaliation
Washington, DC
October 8, 2013

Whistleblowers and Retaliation: What Boards Need to Know
New York, NY
October 3, 2013

Conducting Lawful Investigations – Avoiding the 10 Biggest Pitfalls of HR Investigations
Littler Mendelson, Scottsdale, AZ
May 8, 2013

Preventing Retaliation with a Speak-up Culture
Littler Mendelson, Scottsdale, AZ
May 8, 2013

Prevent Retaliation with a Speak-up Culture
Association of Corporate Counsel, St. Louis Chapter, St. Louis, MO
April 30, 2013

Aligning Your Compliance Programs to Mitigate Risks
Corporate Board Member Conference - New York Stock Exchange (NYSE)
April 2013

Conducting Global HR Investigations
Open Compliance & Ethics Group
March 2013

Conducting Lawful & Effective Global Investigations
Littler Mendelson, Miami, FL
February 2013

Fox in the Hen House: Managing a Whistleblower Who is a Key Executive
West Coast Boardroom Summit
February 2013

Preventing Retaliation with a Speak-Up Culture
Open Compliance & Ethics Group
January 2013

Assuring Compliance with Anti-Corruption Policies and Requirements
Littler Mendelson, Washington D.C.
November 8, 2012

Understanding Harassment
Seattle University School of Law
November 2012

Respect in the Workplace
Seattle University School of Law
November 2012

How to Assess and Mitigate the Risk of Misconduct Occurring and Not Being Reported
Las Vegas, NV
October 15, 2012

Ethics and Compliance and Global Investigations
The Law School of Luiss-Guido Carli University, Rome, Italy
October 2012

Ethics and Compliance and Global Investigations
Universite de Cergy-Pontoise, College of Law, Paris, France
October 2012

How to Keep Your CEO Out of Jail
Littler Mendelson, Atlanta, GA
September 28, 2012

How to Keep Your CEO Out of Jail: What Every HR Professional and Employment Counsel Should Know About the Federal Sentencing Guidelines?
Littler Mendelson, Scottsdale, AZ
May 11, 2012

Conducting Lawful Investigations: The First 72 Hours
Littler Mendelson, Scottsdale, AZ
May 9, 2012

FCPA and Anti-Corruption Laws and Global Investigations
Littler Mendelson, Miami, FL
February 2012

Conducting Lawful Investigations
Seattle, WA
November 29, 2011

Conducting Global Investigations
Littler Mendelson, Washington D.C.
November 2011

Conducting Lawful and Effective Investigations
The Ethics & Compliance Officer Association, Seattle, WA
November 2011

Conducting Lawful Investigations - the Proper Response to Retaliation Claims
The National Employer Conference - Littler Mendelson
March 6, 2011

Conducting Lawful Investigations in the Workplace
West Sound Human Resource Management Association (WSHRMA)
November 10, 2010

Global Workplace Ethics and Compliance
The Global Employer Conference - Littler Mendelson
October 19, 2010

Reducing the Potential for Discrimination and Harassment Liability
National Business Institute
October 7, 2010

The Proper Response to Allegations of Unethical Conduct in the Workplace
The Ethics and Compliance Officer Association (ECOA)
September 21, 2010

Social Media
Littler Mendelson
September 14, 2010

Building an Ethical Foundation
Conference on Human Resource Law - National Business Institute (NBI)
June 3, 2009

Conducting Lawful Investigations Into Wage & Hour Claims
The Executive Employer Conference - Littler Mendelson
March 23, 2009

International Employment Law Training
The Global Employer Conference - Littler Mendelson
October 22, 2008

Conducting Lawful Investigations
26th Annual National Conference - Industry Liaison Group
July 29, 2008

Workplace Ethics & Compliance for HR Professionals and Managers
June 15, 2007

14th Annual Employment Law Institute
Seattle, WA
March 30, 2007

Workplace Discrimination Seminar
March 21, 2007

Diversity and the Inclusive Workplace: The Role of the HR Professional
February 20, 2007

An Executive Overview: Workplace Ethics & Compliance
December 5, 2006