



Kathryn E. McDougal

Associate

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Wage and Hour
Whistleblowing and Retaliation
Litigation and Trials

Overview

Kathryn E. McDougal advises and represents employers in a broad range of employment matters arising under federal and state laws, and before state and federal courts, the Equal Employment Opportunity Commission (EEOC), the Texas Workforce Commission (TWC), and in arbitration. She defends and counsels clients on issues related to:

- Discrimination on the basis of race, national origin, religion, sex, age, veteran status, or disability
- Retaliation and interference with rights under the Family and Medical Leave Act (FMLA)
- Overtime compensation under the Fair Labor Standards Act (FLSA) and matters related to independent contractors
- Older Worker Benefits Protection Act (OWBPA) compliance in reductions-in-force
- Drafting employee handbooks, policies and agreements, and severance agreements

While in law school, Kathryn interned with the United States Attorney's Office for the Southern District of Texas.

Professional and Community Affiliations

- President, Board of Directors, Glasstire
- Member, Houston Young Lawyers Association
- Member, Labor and Employment Section, Houston Bar Association

Education

J.D., South Texas College of Law Houston, 2016, *cum laude*

B.A., Texas A&M University, College Station, 2013

Bar Admissions

Texas

Courts

U.S. District Court, Southern District of Texas