

Kelli C. Fuqua

Shareholder

100 Congress Avenue
Suite 1400
Austin, TX 78701
main: +1 (512) 982-7250
direct: (512) 982-7260
fax: +1 (512) 982-7248
kfuqua@littler.com



Focus Areas

Litigation and Trials
Discrimination and Harassment
Arbitration
Whistleblowing, Compliance and Investigations
Wage and Hour
Unfair Competition and Trade Secrets
Workplace Violence Prevention and Crisis Response

Overview

Kelli C. Fuqua focuses her practice on employment law litigation, particularly for clients in the technology, medical, and higher education sectors. Licensed to practice in both Texas and New Mexico, Kelli represents clients in federal and state courts as well as administrative agencies and alternative dispute resolution venues. Kelli regularly litigates discrimination, harassment, unfair competition, and retaliation suits, with a focus on whistleblower matters. She is also well-versed in conducting workplace investigations and advising clients on workplace issues, with an emphasis on weapons-in-the-workplace policies.

To best implement a practical, common sense approach to the employment law issues facing her clients, Kelli prioritizes building strong, collaborative relationships with her clients to fully understand the values that drive their businesses. She works proactively to help clients develop solutions aligned with these values and avoid litigation when possible, but is also fully prepared to take a case to court when necessary.

Kelli has a proven track record of success, having secured numerous dispositive motions and arbitration victories, as well as complete affirmation of a trial court win on appeal following oral argument in front of the Fifth Circuit.

Kelli currently serves as Chair of the Labor and Employment Section of the Austin Bar Association, is a member of the Barbara Jordan American Inn of Court, and regularly provides pro bono services through Volunteer Legal Services of Central Texas, underscoring her dedication to both the legal profession and her local community.

Professional and Community Affiliations

- Associate Member, Barbara Jordan American Inn of Court
- Member, Austin Bar Association
- Member, Austin Young Lawyers Association
- Member, Travis County Women Lawyers Association
- Fellow, American Bar Foundation
- Member, Texas Exes

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025

Education

J.D., University of Texas School of Law, 2015

B.J., University of Texas, Austin, 2012, *with honors*

Bar Admissions

Texas

New Mexico

Courts

U.S. Supreme Court

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, District of New Mexico

Publications & Press

Littlel Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder

Littlel Press Release

January 3, 2025

SCOTUS: Retaliatory Intent Not an Element of SOX Retaliation Claim

Little Insight

February 13, 2024

Supreme Court Determines When the U.S. Government May Dismiss an FCA Action Over a Relator's Objection

Little Insight

July 11, 2023

U.S. Supreme Court Strikes Down Race-Conscious Admissions – What Does it Mean for Employers?

Little Insight

June 30, 2023

Supreme Court: False Claims Act Liability Depends on Defendant's Subjective Belief

Little ASAP

June 7, 2023

Employer Considerations for Navigating Evolving Gun Laws

Little Insight

July 27, 2022

Fifth Circuit Holds Directional Driller is an Independent Contractor Rather than an Employee for FLSA Purposes

Little ASAP

May 31, 2022

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Little Press Release

August 19, 2021

False Claims Act Retaliation in 2021

Little Report

July 26, 2021

More Opinion Letters Issued in Final Days of Trump Administration

SHRM Online

January 25, 2021

DOL Issues Opinion Letter Regarding Independent Contractor Status of Food Product Manufacturers' Distributors

Little ASAP

January 21, 2021

Protection for Criminal Antitrust Whistleblowers Signed into Law

Little ASAP

January 14, 2021

Keeping Employees Safe at Work — ADA Considerations in the Age of COVID

Legal Talk Network

October 15, 2020

Navigating the ADA in the Time of COVID-19: A look at compliance during the pandemic

State Bar of Texas

October 2, 2020

SEC Amends Whistleblower Award Program Rules

Little Insight

September 25, 2020

The Open Texas Plan: A State and Local Update

Little ASAP

May 1, 2020

Fifth Circuit Weighs in on Personal Jurisdiction and Certification Issues in Rule 23 Class Actions

Little ASAP

April 10, 2020

Texas Stay Home Orders: A State and Local Update

Little Insight

April 9, 2020

Central Texas Counties and the Cities of Austin and San Antonio Ordered to Stay Safe at Home

Little ASAP

March 25, 2020

Supreme Court Clarifies That But-For Causation Standard Applies to Section 1981 Claims Throughout Pendency of Litigation

Little ASAP

March 24, 2020

Speaking Engagements

2024 Holiday Season Lunch and Learn

Austin, TX

December 13, 2024

Now That the Election Is Over, Here's What Texas Employers Can Expect

November 21, 2024

2023 Update on False Claims Act Risks for Healthcare Employers

November 14, 2023

Title IX Training

University of Texas System Title IX Annual Training, Austin, TX

August 2-3, 2023

What We Learned from Whistleblowers and Their Complaints in 2022 and What to Watch Out for in 2023

February 22, 2023

Little Austin's 2022 Holiday Season Lunch and Learn

Austin, TX

December 9, 2022

A Leave and Benefits Medley: Dobbs, COVID, and Related Questions

Austin Bar Association, Labor & Employment Law Section CLE Presentation, Austin, TX

October 5, 2022

An Employment Law Primer on COVID-19 Vaccines and Returning to the Office

Volunteer Legal Services of Central Texas

July 22, 2021

Employment Law Overview

Texas Hill Country Wineries

April 2021

Keeping Employees Safe at Work — ADA Considerations in the Age of COVID

State Bar of Texas Podcast, Legal Talk Network

October 15, 2020

Wage & Hour Update

Austin Bar Association, Labor & Employment Section
October 7, 2020

Wage and Hour Considerations in the COVID-19 World

CenTex Chapter of American Payroll Association
June 16, 2020

The ADA and COVID-19: What Employers Need to Know as Businesses Reopen

June 11, 2020

Understanding the Legal Ins-and-Outs of Reducing Your Workforce

American Association of Political Consultants
June 3, 2020

Employee Pay and Classification Issues

CenTex Chapter of American Payroll Association
February 2020

Employment Law Basics

V.G. Young School for Tax Assessor-Collectors
2018

Basic Employment Law for Managers

V.G. Young School for County Commissioners Courts
2018