



Kevin E. Griffith

Office Managing Shareholder
Co-Chair, Whistleblowing, Compliance and
Investigations Practice Group

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Focus Areas

Whistleblowing and Retaliation
Investigations
Corporate Compliance and Ethics
Unfair Competition and Trade Secrets
Litigation and Trials
Arbitration
Hiring, Performance Management and Termination

Overview

Kevin E. Griffith practices primarily in the areas of whistleblower law, business competition litigation, and employment litigation. He has extensive litigation experience in cases involving whistleblower retaliation, corporate raiding, enforcing or defending covenants-not-to-compete, trade secrets and employment contracts, and interference with contract claims. He has assisted employers defend against hundreds of employment discrimination, whistleblower retaliation, and wrongful termination cases, including several seminal cases before the Ohio Supreme Court.

In addition, Kevin counsels corporate clients concerning internal investigations, assists with drafting their codes of conduct, employment agreements and arbitration agreements, and provides advice and counsel regarding executive officer terminations, protecting business information, mass layoffs, and compliance with federal and state employment-related laws, such as:

- Sarbanes-Oxley Act and Dodd-Frank Act's whistleblower provisions
- Federal whistleblower laws administered by OSHA
- Economic Espionage Act

- Defend Trade Secrets Act
- Sexual harassment laws
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- State wrongful termination laws

Kevin also has over 30 years of experience assisting companies throughout the United States develop and implement workplace substance abuse policies and testing protocols, including to address the new legalized marijuana laws. His law practice also is enhanced by the legal project management training he received from a former senior director of Microsoft's legal technology and operations department.

** Not licensed to practice law in Kentucky*

Professional and Community Affiliations

- Member, Federal Bar Association
- Member, Ohio State Bar Association
- Member, Columbus Bar Association
- Member, Defense Research Institute

Recognition

- Named, The Best Lawyers in America®, 2015-2023
- Named, Lawyer of the Year, Employment Law, Columbus, *The Best Lawyers in America*®, 2016, 2019
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2011-2020
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, Best Lawyers, Alternative Dispute Resolution, Labor and Employment, *Columbus CEO*, 2022
- Named, Super Lawyer, Ohio, *Super Lawyers*

Education

J.D., Notre Dame Law School, 1986

B.A., University of Notre Dame, 1982

Bar Admissions

Ohio

Courts

U.S. Court of Appeals, 6th Circuit
Ohio Supreme Court
U.S. District Court, Northern District of Ohio
U.S. District Court, Southern District of Ohio
U.S. District Court, Central District of California
U.S. District Court, Middle District of Pennsylvania
U.S. District Court, Western District of Wisconsin

Publications & Press

When is a whistleblower's theft of confidential business information legal?

Thomson Reuters Westlaw

June 17, 2022

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

When Rights Collide: How to Respond — Legally, Ethically and Rationally — to Whistleblower Demands

Corporate Compliance Insights

April 20, 2022

Conflicting Vaccination Laws: Employers Caught in the Middle

Columbus Bar Association Legal Connections

January 4, 2022

Compliance Culture: The Cure to Whistleblowing Incidents

WorldatWork

October 1, 2021

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

Littler Press Release

August 19, 2021

Littler Joins Expansion of Summer Work Experience in Law Program to Support Next Generation of Diverse Talent

Littler Press Release

August 5, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Shareholder Lisa Kathumbi Rejoins Littler in Columbus

Littler Press Release

April 12, 2021

Finally! Ohio Restores its Employment Discrimination Statute

Littler Insight

January 19, 2021

Protection for Criminal Antitrust Whistleblowers Signed into Law

Littler ASAP

January 14, 2021

SEC Amends Whistleblower Award Program Rules

Littler Insight

September 25, 2020

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

Littler Press Release

August 20, 2020

Navigating the return of employees to the workplace

Compliance Week

May 18, 2020

Ohio's "Stay Safe" Order Effective May 1, 2020—What it Means for Employers

Littler Insight

May 4, 2020

Ohio's Amended Stay At Home Order, Effective April 6 – What It Means for Employers

Littler ASAP

March 23, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Medical marijuana is now available for use in Ohio

The Sunbury Sun

March 18, 2019

Law You Can Use: Medical marijuana now available

The Clermont Sun

March 15, 2019

Medical Marijuana in Ohio: What You Need to Know

News-Herald

March 11, 2019

About Face: OSHA Clarifies that Safety-Incentive Programs and Post-Incident Drug/Alcohol Testing ARE Permissible

Littler Insight

October 19, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Taking Company Documents to Support Whistleblowing - When Is 'Self Help' Unlawful?

Corporate Counsel

June 5, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

"Purloined Letters": Management Options When a Departing Employee Puts a Business Entity at Risk by Collecting Confidential Business or Personnel Information for Use in the Employee's Personal Litigation

Littler Report

May 14, 2018

Two Hot Topics for Ohio Employers in 2018

Columbus CEO

December 28, 2017

Revisiting Your Sexual Harassment Policy During the #MeToo Uprising

Littler Insight

November 29, 2017

Employment & HR: Keep Quiet to Keep Working

Columbus CEO

October 23, 2017

Drug Use Adds to Recruitment Woes for Manufacturers

Crain's Cleveland Business

October 14, 2017

Best Lawyers in America® 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

SEC Determined to Maintain Open Lines of Communications for Whistleblowers

Corporate Counsel Connect

December 12, 2016

SEC Blasts Employee Confidentiality Agreements

Agenda

November 7, 2016

Restoring Decades-Old Precedent, the DOL Blows the Whistle on Fordham's "Fundamental Error"

Littler Insight

October 13, 2016

Marijuana at the Polls and in the Workplace

SHRM Online

October 12, 2016

OSHA Joins the SEC in Attacking Confidentiality and Other Provisions in Private Settlement Agreements

Littler ASAP

September 19, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

SEC Issues Cease-and-Desist Order Against Severance Agreement Clause Limiting Whistleblowers' Rights to Recover Bounty Awards

Littler Insight

August 12, 2016

Ohio Marijuana Law Won't Change Zero-Tolerance Policies

SHRM Online

August 3, 2016

Ohio Becomes the Latest State to Legalize Marijuana for Certain Medical Uses While Avoiding Constitutional Ballot Initiatives

Littler Insight

June 13, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Littler's Kevin E. Griffith Named Office Managing Shareholder of the Columbus and Lexington Offices

Littler Press Release

May 2, 2016

OSHA Continues to Turn Up the Volume on Whistleblowing

Littler Insight

April 4, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

SEC Continues its Efforts to Make Dodd-Frank Whistleblowing Easier

Littler Insight

August 14, 2015

8 Steps for Addressing Bullying in the Workplace

Corporate Counsel

August 11, 2015

Guest blog: Employers should vocalize opinions on legalized marijuana

Columbus CEO

July 29, 2015

Sixth Circuit Changes Course on Proof Required to Show Protected Whistleblower Activity Under SOX

Little Insight

June 12, 2015

Chambers USA Recognizes Littler and Its Attorneys

Little Press Release

May 20, 2015

SEC's Attack on Confidentiality Agreements

Little Insight

April 6, 2015

Seminal Decision Could Make it Harder for Publicly Traded Employers to Defeat Sarbanes-Oxley Whistleblower Claims

Little Insight

October 27, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Little Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Little Press Release

May 23, 2014

Warning to Rainmakers in Private Law Firms and Accounting Firms: SOX Now Says, 'Don't Shoot the Messenger'

Bloomberg BNA Corporate Law & Accountability Report

May 9, 2014

Littler's Columbus Office Adds Veteran Employment Lawyer and Business Competition Litigator Kevin E. Griffith

Little Press Release

March 3, 2014

Speaking Engagements

It's Coming and Going from Inside the House: When Whistleblowers Help Themselves to Sensitive Company Information

Littler Executive Employer Conference

May 5, 2022

Challenges Created by Remote Work and Employee Relocation

CO-ACC & Littler Sponsorship Program

May 26, 2021

The Present – and Future – of Working Remotely

November 12, 2020

A COVID-19 Storm Is Brewing: How Employers Respond Mandates When Whistleblowers Threaten

June 18, 2020

2020 Hot Topics in Employment and Labor Law

Columbus, OH

February 26, 2020

2019 Developments in Federal and State Whistleblower Retaliation Law Webinar

October 17, 2019

Pushing Beyond "Severe" or "Pervasive" -- Can or Should Employers Strive for a "Sex-Free" Workplace?

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2019

Ask the Experts: Practical Hints For Developing and Administering a Best-Practice, Effective and Hassle-Free Drug-Free Workplace Program

2019 Ohio Safety Congress and Expo

March 6, 2019

2019 Hot Topics in Employment and Labor Law

Columbus, OH

February 21, 2019

The Purloined Letter: An Employer's Rights and Remedies When a Whistleblower Steals Confidential Information

Littler Executive Employer, Phoenix, AZ

May 4, 2018

2018 Hot Topics in Employment and Labor Law

Columbus, OH

February 1, 2018

Testimony on the Employment Law Uniformity Act

Ohio House Economic Development, Commerce, and Labor Committee

February 21, 2017

2017 Hot Topics in Employment & Labor Law

Columbus, OH

February 2, 2017

Financial Services and Corporate Compliance

New York, NY

November 30, 2016

Legalized Marijuana and the Future of the Drug-Free Workplace

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

The Impact of Technology on Workplace Privacy, Information Security and Your Company's IP Assets

May 4, 2016

2016 Whistleblowing Update

April 7, 2016

2015 Whistleblower Update "Speaking Up" Gets Louder

May 19, 2015