

## Kimberly J. Doud

Office Managing Shareholder

111 North Orange Avenue, Suite 1750

Orlando, FL 32801

main: (407) 393-2900

direct: (407) 393-2951

fax: (407) 393-2929

kdoud@littler.com



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## Focus Areas

Discrimination and Harassment

Whistleblowing, Compliance and Investigations

Policies, Procedures and Handbooks

Wage and Hour

Labor Management Relations

## Overview

Kimberly J. Doud represents management in various aspects of labor and employment law, including representing employers in litigation of employment disputes including:

- Title VII of the Civil Rights Act
- The Fair Labor Standards Act (FLSA)
- The Family Medical Leave Act (FMLA)
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- Retaliation

Kimberly also provides employers with preventive counseling on day-to-day employment issues, including investigations, discipline, terminations, employee handbooks, and wage and hour compliance.

Prior to joining Littler, Kimberly practiced with a Florida-based law firm, representing employers in both the public and private sectors in all aspects of labor and employment law. During that time, she served as general employment counsel to the Greater Orlando Aviation Authority, representing the Authority in labor relations matters, including union organizing campaigns, elections, labor negotiations, grievances and unfair labor practice charges.

During law school, Kimberly was an articles and symposium editor and a digest writer for the *Stetson Law Review*.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, The Florida Bar
- Member, Society for Human Resource Management (SHRM)
- Member, Judicial Nominating Commission, Ninth Judicial Circuit Court of Florida, 2011-2015
- Chair, Judicial Nominating Commission, Ninth Judicial Circuit Court of Florida, 2014-2015
- Member, Gala Committee, Juvenile Diabetes Research Foundation, Central Florida Chapter
- Member, Board of Directors, United Cerebral Palsy of Central Florida

## Recognition

- Named, Rising Star, Florida, *Law & Politics*, 2010 and 2011

## Education

J.D., Stetson University School of Law, 2001, *cum laude*

B.S., University of Florida, 1997

## Bar Admissions

Florida

## Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Middle District of Florida

## Publications & Press

### **Workforce strategies amid loud layoffs, quiet hiring and economic uncertainty**

*South Florida Business Journal*

April 7, 2023

### **Goodbye Quiet Quitting, Hello Loud Layoffs**

*ACC North Florida Newsletter*

January 10, 2023

### **It's Almost Election Time – Navigating the Minefield of Politics at Work**

*ACC Tampa Bay*

October 28, 2022

**Florida Issues Emergency Rule and FAQs on COVID-19 Vaccine Directive**

*SHRM Online*

December 20, 2021

**Florida Issues Emergency Rule and FAQs on its Vaccine Mandate Law**

*Little Insight*

December 13, 2021

**Mandatory Confusion: The State of Florida and Vaccine Mandates**

*ACC North Florida*

November 30, 2021

**Candid COVID Conversations: Florida's New COVID Law**

*Little Podcast*

November 23, 2021

**Day 2: Application of Florida's Vaccine Mandate Law**

*Little ASAP*

November 19, 2021

**New Florida Law Governs Employer Vaccine Mandates**

*Little ASAP*

November 18, 2021

**Candid COVID Conversations: Florida and OSHA's ETS**

*Little Podcast*

November 11, 2021

**Allyship: An Important Part of the Inclusion, Equity, and Diversity Conversation**

*ACC North Florida*

August 24, 2021

**Candid COVID Conversations: Delta and More**

*Little Podcast*

August 3, 2021

**Employers Must Remain Focused on COVID-19 Issues**

*Association of Corporate Counsel North Florida*

July 1, 2021

**Allied Behavior: Perceptions about Race (Juneteenth Edition)**

*Littler Podcast*

June 17, 2021

**“We are No Longer in a State of Emergency” in Florida – Or Are We?**

*Littler ASAP*

May 4, 2021

**Allied Behavior: Turning Allyship into Action**

*Littler Podcast*

April 21, 2021

**Candid COVID Conversations: Vaccine Passports, Florida’s Latest Executive Order and Florida’s Liability Shield Law**

*Littler Podcast*

April 8, 2021

**Candid COVID Conversations: American Rescue Plan and Other Florida Updates**

*Littler Podcast*

March 17, 2021

**Candid COVID Conversations: OSHA Enforcement of COVID-Related Safety Standards**

*Littler Podcast*

March 3, 2021

**To Vaccinate or Not to Vaccinate? The Latest Quandary**

*ACC North Florida*

March 2, 2021

**Candid COVID Conversations: Vaccines Part 4 – Talking about the Vaccine in the Workplace**

*Littler Podcast*

February 18, 2021

**Candid COVID Conversations: Vaccines Part 3 – Unionized Workforces and Residential School Settings**

*Littler Podcast*

February 11, 2021

**Candid COVID Conversations: Vaccines Part 2 - Incentives**

*Littler Podcast*

February 4, 2021

**Candid COVID Conversations: Vaccines Part 1**

*Littler Podcast*

February 2, 2021

**New Administration Pushes for \$15 Minimum Wage**

*Littler ASAP*

January 28, 2021

**A New Day in America: Candid COVID Conversations**

*Littler Podcast*

January 26, 2021

**Littler Appoints Three Office Managing Shareholders**

*Littler Press Release*

December 22, 2020

**Florida Passes Amendment 2, Gradually Increasing Florida's Minimum Wage to \$15 an Hour**

*Littler ASAP*

November 9, 2020

**Survey Finds Employers in Florida, Nation Concerned with Safety, Remote Work Accommodations and Liability as They Reopen Workplaces Amid COVID-19**

*Association of Corporate Counsel*

July 23, 2020

**Reopening Florida: The Step-by-Step Plan for Florida's Recovery**

*Littler Insight*

June 5, 2020

**Is Karaoke Dead? An Employer's Guide to Post-Pandemic Life**

*Association of Corporate Counsel*

May 4, 2020

**Re-Opening Florida: The Step-by-Step Plan for Florida's Recovery**

*Littler Insight*

May 1, 2020

**Should Employees Who Have Been Evacuated Be Paid During a Hurricane?**

*SHRM Online*

September 5, 2019

**Five Employer Considerations as Hurricane Dorian Approaches Florida**

*Littler ASAP*

August 29, 2019

**Survey Finds Employers in Florida, Nation Adjusting to a Changing Work Culture and Exploring Emerging Technologies**

*Association of Corporate Counsel*

July 1, 2019

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2018

**The State of Legal Protections for LGBTQ Employees**

*Association of Corporate Counsel North Florida Chapter Newsletter*

Second Quarter 2017

**How to Address Transgender Employment Issues in the Workplace**

*Workforce*

February 18, 2016

**From Pronouns to Restrooms – Accommodating Transgender Employees in the Workplace**

*Association of Corporate Counsel North Florida Chapter, Fourth Quarter Newsletter 2015*

**The Legal Challenges of Telecommuting**

*Association of Corporate Counsel North Florida Chapter, Third Quarter Newsletter 2015*

**Same-Sex Married Couples Now Have Equal Rights to FMLA Leave Regardless of Their Residence**

*Association of Corporate Counsel North Florida Chapter, First Quarter Newsletter 2015*

**Speaking Engagements**

**2023 Florida Regional Employer Conference**

Miami, FL

October 12, 2023

**Florida Women's Leadership Initiative Open Forum**

September 24, 2021

**Florida Women's Leadership Initiative Open Forum Series**

June 25, 2021

**Florida Women's Leadership Initiative Open Forum**

March 26, 2021

**Florida Women's Leadership Initiative Open Forum**

November 13, 2020

**Florida Women's Leadership Initiative Open Forum**

August 14, 2020

**Gender Identity: A Look at Unique Issues Concerning Transgender Employees**

Florida Regional Employer Conference, Miami, FL

October 24, 2019

**Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques, and Avoiding Common Pitfalls**

HR Florida Conference and Expo, Kissimmee, FL

August 26, 2019

**Legalized Marijuana and the Future of the Drug-Free Workplace**

2017 HR Florida Conference & Expo, Orlando, FL

August 29, 2017

**Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

Association of Corporate Counsel Central Florida Chapter Symposium, Longboat Key, FL

May 19, 2017

**Casting Your Safety Net: Workplace Violence Prevention in the Age of the "Active Shooter"**

Association of Corporate Counsel - Central Florida Chapter, Orlando, FL

October 13, 2016

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

North East Florida Compliance and Ethics Group Meeting, Jacksonville, FL

September 8, 2016

**Why Elections Matter: The 2016 Election's Impact on Workplace Policy**

North Florida Association of Corporate Counsel Chapter, Jacksonville, FL

June 7, 2016

**Partnering with Your IT Department – Beyond BYOD: Preparing for BYOX Policies, Information Security and Privacy, and Information Management**

Association of Corporate Counsel – Orlando Chapter, Orlando, FL

October 14, 2015

**Conducting Lawful Investigations – Avoiding the 10 Biggest Pitfalls of Investigations**

Northeast Florida Compliance and Ethics Group, Jacksonville, FL

September 23, 2015