



Kimberly J. Doud

Shareholder

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Focus Areas

Discrimination and Harassment

Whistleblowing and Retaliation

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

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

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