

## Katherine C. Franklin

Special Counsel

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## Practice Areas

Whistleblowing, Compliance and Investigations  
Investigations  
International Employment Law  
Discrimination and Harassment  
Leave and Accommodation

## Overview

Katherine C. Franklin is an experienced litigator and trial attorney who has represented employers for more than 30 years. Her practice focuses on:

- Training executives, managers, HR professionals, and ethics and compliance officers in all areas of employment law and ethics and compliance, including harassment prevention, violence prevention, lawful and effective investigations, the Americans with Disabilities Act Amendments Act and the Family and Medical Leave Act, diversity, performance management, manager boot camp, effective hiring, anticorruption laws including the Foreign Corrupt Practices Act and UK Bribery Acts, executive ethics and compliance, code of conduct and whistleblower claims and retaliation, compliance issues and global employment law
- Advising clients on the implementation and maintenance of proactive employment practices
- Teaching workplace investigation best practices for U. S. and multinational organizations
- Wrongful discharge and discrimination litigation

Katherine advises both U. S. and multinational companies on proactive employment and compliance practices. She assists companies with creating and revising investigation protocols, codes of conduct and developing ethics and compliance programs. She also advises companies on proactive employment practices in multiple areas.



Katherine has vast experience training executives and managers using interactive training programs designed to minimize employment litigation. She has trained thousands of managers and employees and has prepared, designed and implemented many different training programs all across the U. S. and globally, including harassment prevention, violence prevention, lawful and effective investigations, the Americans with Disabilities Act Amendments Act and the Family and Medical Leave Act, Managers' Boot Camp, retaliation prevention, effective hiring and performance management.

Katherine has substantial experience training companies, including multinational organizations, on ethics and compliance issues. She has traveled abroad to many countries including India, China, the Philippines, Canada and countries throughout Europe to teach global employment law and ethics compliance to multinationals.

Katherine has also prepared, designed and implemented many diversity training programs for HR teams, executives, management and employees.

In partnership with the Washington State Department of Personnel, Littler Mendelson created the HELP Academy, a comprehensive program designed to train state managers and human resource professionals. Through this program, Katherine has helped to train hundreds of people in all aspects of employment law. In 1999, the HELP Academy received the Innovations Award from the Council of State Governments for proactively addressing the alarming increase in human resource-related conflicts, litigation and liability.

Katherine is a frequent speaker on employment law topics to lawyers, ethics and compliance officers and human resources professionals at companies in the United States and around the world. Katherine served on the Washington Supreme Court's Gender and Justice Commission for two terms. She was President of the Washington Women Lawyers in 1993-1994.

## Recognition

- Named, Recommended Lawyer, Workplace and Employment Counseling, *Legal 500 United States*, 2016

## Education

J.D., University of Washington, 1986

B.A., University of Washington, 1983, *magna cum laude*

## Bar Admissions

Washington

## Courts

U.S. Court of Appeals, 9th Circuit

## Publications & Press

### Conducting Internal Workplace Investigations – Are You Prepared?

*Littler Podcast*



September 6, 2016

**Littler Ranks in The Legal 500 United States Guide**

*Press Release*

June 20, 2016

**Eight Steps Toward Eliminating Workplace Bullying**

*The National Law Journal*

August 24, 2015

**8 Steps for Addressing Bullying in the Workplace**

*Corporate Counsel*

August 11, 2015

**Building an Effective 'Speak-Up' Culture**

*Human Resource Executive Online*

September 11, 2014

**Global Investigations: A Six-Step Process**

*HR Magazine*

November 1, 2013

**Global Corruption Quandaries**

*Human Resources Executive Online*

May 1, 2013

**The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute**

*Littler Report*

February 21, 2013

**A Roadmap to Effective and Lawful Global Investigations**

*Human Resources IQ*

December 10, 2012

**U.S. Department of Justice and SEC Release Long-Awaited Guidance on Foreign Corrupt Practices Act**

*Littler ASAP*

November 16, 2012

**How to Conduct Global HR Investigations – an Illustration**

*Compliance Week*

November 2012



**The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute**

*Littler Report*

February 15, 2012

**Avoiding Corruption: A Practical Approach to the Foreign Corrupt Practices Act and the UK Bribery Act**

*Conference Materials*

February 1, 2012

**OSHA's Interim Final Regulations Clarify the Whistleblower Complaint Investigation Process and Define Available Remedies**

*Littler ASAP*

November 15, 2011

**The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade**

*Littler Report*

September 30, 2010

**Phil Gordon and Katherine Cooper Franklin Encourage Social Media Policies**

*BNA: Privacy and Security Law Report*

June 22, 2009

**The Critical Role of Trust Between Employees and Employers in the Development of Workplace Law**

*Littler Report*

April 4, 2003

**Events & Speaking Engagements**

**Conducting Internal Investigations: Employer's Guide to Legal, Effective, and Defensible Workplace Investigations**

Center for Corrective Management Webinar

September 12, 2018

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

NHRMA, Bellevue, WA

September 7, 2016

**Second Annual Puerto Rico Conference**

San Juan

August 18, 2016

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



The 2016 Executive Employer® Conference, Scottsdale, AZ  
May 6, 2016

**Conducting Lawful Investigations: The Good, the Bad, and the Ugly**  
EOCA/ECI, Orlando, FL  
May 2, 2016

**Maintaining and Managing a Respect-Based Workplace and Preparing for Bill 132**  
Toronto, ON  
April 12, 2016

**Conducting Compliance Investigations**  
OCEG Webinar  
November 2015

**Conducting Lawful Investigations: An Interactive Program for Internal Investigators**  
Toronto, ON  
November 24, 2015

**Compliance Week Europe**  
October 26, 2015

**Ethics, Codes of Conduct and the Consequences of Corruption**  
NHRMA Conference, Portland, OR  
October 2015

**Littler Global Puerto Rico Conference**  
San Juan  
August 20, 2015

**Global Compliance & Cross-Border Investigations: Strategies for Enforcement and Risk Management**  
June 17, 2015

**Presenter**  
SCCE Higher Education Compliance Conference, Austin, TX  
June 2015

**The Good, the Bad & the Ugly – Conducting Lawful Investigations**  
The Executive Employer Conference, Phoenix, AZ  
May 2015



**Presenter**

PHRMA Conference, Portland, OR  
May 2015

**Why Can't I Just Ask**

The Executive Employer Conference, Phoenix, AZ  
May 2015

**Presentation Skills and Training Strategies for the Modern Workplace**

The Executive Employer Conference, Phoenix, AZ  
May 2015

**Presenter**

EOCA Annual Ethics & Compliance Conference, Grapevine, TX  
March 2015

**Creating a "Speak Up" Culture Work Shop**

Anchorage, AK  
June 19, 2014

**Ten Solid Ways to Prevent Retaliation**

Washington, DC  
October 8, 2013

**Whistleblowers and Retaliation: What Boards Need to Know**

New York, NY  
October 3, 2013

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

Littler Mendelson, Scottsdale, AZ  
May 8, 2013

**Preventing Retaliation with a Speak-up Culture**

Littler Mendelson, Scottsdale, AZ  
May 8, 2013

**Prevent Retaliation with a Speak-up Culture**

Association of Corporate Counsel, St. Louis Chapter, St. Louis, MO  
April 30, 2013

**Aligning Your Compliance Programs to Mitigate Risks**

Corporate Board Member Conference - New York Stock Exchange (NYSE)



April 2013

### **Conducting Global HR Investigations**

Open Compliance & Ethics Group

March 2013

### **Conducting Lawful & Effective Global Investigations**

Littler Mendelson, Miami, FL

February 2013

### **Fox in the Hen House: Managing a Whistleblower Who is a Key Executive**

West Coast Boardroom Summit

February 2013

### **Preventing Retaliation with a Speak-Up Culture**

Open Compliance & Ethics Group

January 2013

### **Assuring Compliance with Anti-Corruption Policies and Requirements**

Littler Mendelson, Washington D.C.

November 8, 2012

### **Respect in the Workplace**

Seattle University School of Law

November 2012

### **Understanding Harassment**

Seattle University School of Law

November 2012

### **How to Assess and Mitigate the Risk of Misconduct Occurring and Not Being Reported**

Las Vegas, NV

October 15, 2012

### **Ethics and Compliance and Global Investigations**

The Law School of Luiss-Guido Carli University, Rome, Italy

October 2012

### **Ethics and Compliance and Global Investigations**

Universite de Cergy-Pontoise, College of Law, Paris, France

October 2012



### **How to Keep Your CEO Out of Jail**

Littler Mendelson, Atlanta, GA

September 28, 2012

### **How to Keep Your CEO Out of Jail: What Every HR Professional and Employment Counsel Should Know About the Federal Sentencing Guidelines?**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

### **Conducting Lawful Investigations: The First 72 Hours**

Littler Mendelson, Scottsdale, AZ

May 9, 2012

### **FCPA and Anti-Corruption Laws and Global Investigations**

Littler Mendelson, Miami, FL

February 2012

### **Conducting Lawful Investigations**

Seattle, WA

November 29, 2011

### **Conducting Lawful and Effective Investigations**

The Ethics & Compliance Officer Association, Seattle, WA

November 2011

### **Conducting Global Investigations**

Littler Mendelson, Washington D.C.

November 2011

### **Conducting Lawful Investigations - the Proper Response to Retaliation Claims**

The National Employer Conference - Littler Mendelson

March 6, 2011

### **Conducting Lawful Investigations in the Workplace**

West Sound Human Resource Management Association (WSHRMA)

November 10, 2010

### **Global Workplace Ethics and Compliance**

The Global Employer Conference - Littler Mendelson

October 19, 2010



**Reducing the Potential for Discrimination and Harassment Liability**

National Business Institute

October 7, 2010

**The Proper Response to Allegations of Unethical Conduct in the Workplace**

The Ethics and Compliance Officer Association (ECOA)

September 21, 2010

**Social Media**

Littler Mendelson

September 14, 2010

**Building an Ethical Foundation**

Conference on Human Resource Law - National Business Institute (NBI)

June 3, 2009

**Conducting Lawful Investigations Into Wage & Hour Claims**

The Executive Employer Conference - Littler Mendelson

March 23, 2009

**International Employment Law Training**

The Global Employer Conference - Littler Mendelson

October 22, 2008

**Conducting Lawful Investigations**

26th Annual National Conference - Industry Liaison Group

July 29, 2008

**Workplace Ethics & Compliance for HR Professionals and Managers**

June 15, 2007

**14th Annual Employment Law Institute**

Seattle, WA

March 30, 2007

**Workplace Discrimination Seminar**

Seattle, WA

March 21, 2007

**Diversity and the Inclusive Workplace: The Role of the HR Professional**

February 20, 2007



## **An Executive Overview: Workplace Ethics & Compliance**

December 5, 2006