



## Kathleen J. Jennings

Littler CaseSmart Counsel

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### Overview

As a member of the Littler CaseSmart – Charges™ team and based in Georgia, Kathleen Jennings is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

In her more than 30 years of legal experience, Kathleen has regularly defended and advised employers in discrimination, sexual harassment, restrictive covenant enforcement, wrongful discharge, and wage and hour matters. She has represented employers in court and before administrative tribunals, including the EEOC, OSHA, the NLRB, and state equal opportunity agencies. She has also worked with clients to avoid litigation by developing and administering effective human resources policies and practices and providing on-site training to management and employees.

### Professional and Community Affiliations

- Past President, Georgia Women's History Month Committee
- Member, Society for Human Resource Development
- Member, Georgia Association of Women Lawyers

### Recognition

- Psi Chi, psychology honor society, *Cornell University, College of Arts & Sciences*
- Mortar Board, *Cornell University, College of Arts & Sciences*
- Named, Dean's List, *Cornell University, College of Arts & Sciences*

### Education

J.D., New York University School of Law, 1987

A.B., Cornell University, 1984, *With Distinction, Phi Beta Kappa*

### Bar Admissions

New York

Georgia

## **Courts**

U.S. Court of Appeals, 11th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Georgia

U.S. District Court, Southern District of Georgia

U.S. District Court, Western District of New York