



## Kimberly M. Shappley

Of Counsel

18565 Jamboree Road  
Suite 800  
Irvine, CA 92612  
main: +1 (949) 705-3000  
direct: (949) 705-3007  
fax: +1 (949) 724-1201  
kshappley@littler.com



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## Practice Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Occupational Safety and Health  
Wage and Hour  
Healthcare  
Leave and Accommodation

## Overview

Kimberly M. Shappley advises and represents employers in a wide range of employment matters, including claims based on:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- Discrimination and harassment
- Retaliation
- Wrongful discharge
- Wage and hour laws

She practices in federal and state courts, before administrative agencies such as the Equal Employment Opportunity Commission, and in the arbitral forum.

Prior to joining Littler, Kim worked in the ethics and compliance department of a Fortune 500 medical device company where she handled internal investigations and was involved in various aspects of the company's compliance program.

## Professional and Community Affiliations

- Member, Orange County Bar Association
- Member, Labor and Employment Law Section, State Bar of Arizona
- Member, Board of Directors, Susan G. Komen, Memphis Mid-South Chapter, 2014-2016

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America®*, 2021-2025

## Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 2005

B.A., Pepperdine University, 2002

## Bar Admissions

California

Arizona

Tennessee

Arkansas

District of Columbia

Ohio

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, District of Arizona

U.S. District Court, Western District of Tennessee

U.S. District Court, Northern District of Florida

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

## Publications & Press

### Annual Report on EEOC Developments – Fiscal Year 2024

*Littler Report*

April 28, 2025

### No April Foolin’ – OSHA Updates its Worker Walkaround Representative Regulation

*Littler ASAP*

April 1, 2024

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

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

*Press Release*

August 20, 2020

**Events & Speaking Engagements**

**2024 Southern California Breakfast Briefing Series - Irvine**

Irvine, CA

February 28, 2024

**2021 Arizona Virtual Regional Employer Conference**

Phoenix, AZ

October 12, 2021

**Keys to Successful and Lawful Diversity Programs**

Phoenix, AZ

May 26, 2021

**Arizona Virtual Employer**

October 20, 2020

**Background Checks and Pre-Employment Tests: Sound Hiring Practices to Protect Your Business**

Memphis, TN

April 21, 2016

**Books & Book Chapters**

- Gender and Sexual Orientation Discrimination and Sexual Harassment, *Employment Law Yearbook, Practising Law Institute*, 2023, contributing author
- Employee Benefits Law, *ABA Section of Labor and Employment Law, BNA Books*, 2nd Ed., 2008 and 2009 Cumulative Supplements, contributing author