

## Kaitlyn A. Hansen

Associate

40 South Main  
Suite 2500  
Memphis, TN 38103  
main: (901) 795-6695  
direct: (901) 322-1204  
fax: (901) 881-4333  
khansen@littler.com



---

### Overview

Kaitlyn A. Hansen advises and represents employers in a broad range of employment law issues and disputes before state and federal courts and administrative agencies. Katie has experience representing employers in all aspects of claims arising under, inter alia, Title VII of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Equal Pay Act (EPA), and the Fair Labor Standards Act (FLSA), including:

- Discrimination, harassment, and retaliation
- Pay disparity
- Failure to accommodate
- Administrative charges
- Exemption classification issues
- Wage and hour issues

Katie also regularly counsels clients with regard to all aspects of the employee lifecycle, including hiring, performance management, improving employee experience, and ending employment relationships.

Katie is a member of Littler's Staffing, Independent Contractors and Contingent Workers Practice Group. She advises clients on leveraging their contingent workforce solutions and also conducts audits to assess and mitigate contingent workforce risks. Katie has also litigated misclassification cases.

Before joining Littler, Katie clerked for former Chief United States Magistrate Judge Diane K. Vescovo and United States District Judge Thomas L. Parker in the Western District of Tennessee. During law school, Katie was senior notes editor for *The University of Memphis Law Review*.

## Selected Matters

- Obtained summary judgment for global manufacturing company regarding ADEA claims; affirmed by the Sixth Circuit
- Obtained early dismissal of a litany of claims against a large national staffing agency
- Obtained early dismissal of employment and contract claims against a technology client

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Tennessee Bar Association
- Member, Memphis Bar Association

## Recognition

- Recipient, Humphreys Fellowship, *University of Memphis Cecil C. Humphreys School of Law*, 2016-2018
- Recipient, Excellence for the Future Award, Fair Employment Practices, Employee Benefits, Torts I, Criminal Procedure, *University of Memphis Cecil C. Humphreys School of Law*
- Recipient, Dean's Distinguished Pro Bono Award, *University of Memphis Cecil C. Humphreys School of Law*, 2018
- Member, Diversity Leadership Institute, *University of Memphis Cecil C. Humphreys School of Law*, 2017
- Member, Helen Hardin Honors Program, *University of Memphis*
- Recipient, Upsilon Mu Award, Highest GPA in Criminal Justice & Criminology Major, *University of Memphis*, 2015

## Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 2018, *magna cum laude*

B.A., University of Memphis, 2015, *magna cum laude*

## Bar Admissions

Tennessee

## Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Middle District of Tennessee

U.S. District Court, Western District of Tennessee

## Publications & Press

### **Mandating COVID-19 Vaccines**

*HR Professionals Magazine*

July 28, 2021

### **Building a More Inclusive Workplace for LGBTQ+ Employees: Bostock and Beyond**

*HR Professionals Magazine*

November 2020

## Speaking Engagements

### **What's Buzzin' This Spring?: Littler Lawyers Address the Most Invasive Labor and Employment Issues Sprouting Up This Spring**

Memphis, TN

March 22, 2023

### **A Labor of Love: Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

February 10, 2022

## Books & Book Chapters

- *The Developing Labor Law*, Bloomberg BNA, Contributing Editor, Chapter 29, 2021
- *Employment Discrimination Law*, Bloomberg BNA, Contributing Chapter Monitor, Chapter 2, 2021
- *What is Corporate Compliance in Corporate Compliance Practice Guide*, Lexis Nexis, Contributing Editor, Section 33.02, 2021