

## **Karimah J. Lamar**

Shareholder

501 West Broadway  
Suite 900  
San Diego, CA 92101  
main: (619) 232-0441  
direct: (619) 515-1873  
fax: (619) 232-4302  
klamar@littler.com



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### **Focus Areas**

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Wage and Hour  
Class Action  
Litigation and Trials

### **Overview**

Karimah J. Lamar advises and defends clients in matters involving labor and employment law. She is devoted to helping employers navigate the complexities of employment law. Karimah has extensive experience representing clients in federal and state courts in disputes and allegations concerning wrongful termination, claims of discrimination and harassment, retaliation, wage and hour disputes ranging from payment of wages to meal and rest breaks, class actions, PAGA claims, and other labor and employment litigation.

She has successfully achieved summary judgment and summary adjudication on various discrimination and harassment claims, including establishing that plaintiffs are not entitled to indefinite leaves of absence.

Karimah also successfully argued a case on appeal that resulted in a published decision and established that certain employers have absolute immunity when reporting suspected elderly abuse by employees.

Karimah handles matters before various administrative agencies, including the Equal Employment Opportunity Commission, the California Department of Fair Employment and Housing, and the California Department of Labor Standards Enforcement.

Advising employers on compliance with the labor and employment laws is a significant area of Karimah's practice. She counsels employers on compliance strategies involving wage and hour laws, the WARN Act, and family and medical leave laws. Karimah also assists employers with developing and implementing litigation-avoidance approaches. To this end, she provides ongoing advice and counsel to ensure employers are compliant with applicable statutes and regulations. In support of her advisory role, Karimah regularly drafts employee handbooks and other personnel policies, as well as conducts training sessions on topics such as sexual harassment prevention, diversity, and conducting proper investigations.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, San Diego County Bar Association
- Member, Lawyers Club
- Member, Earl B. Gilliam Bar Association
- Member, Board of Directors, San Diego Delta Foundation
- Member, Legal Aid
- Member, Delta Sigma Theta Sorority, Inc
- Member, Voices for Children
- Volunteer, Habitat for Humanity
- Volunteer, Casa Cornelia Law Center
- Volunteer, Susan G. Komen 3-Day for the Cure

## Recognition

- Named, Rising Star, *Super Lawyers*, 2015-2016
- Recipient, Wiley W. Manuel Pro Bono Services Award, *State Bar of California*, 2005-2007
- Recipient, Outstanding Service Award, *Legal Aid*, 2005-2007
- Recipient, American Jurisprudence Award: Legal Strategy, *University of California, Berkeley, School of Law*

## Education

J.D., University of California, Berkeley, School of Law, 2005

B.A., Spelman College, 1999, *magna cum laude*

## Bar Admissions

California

## Courts

U.S. District Court, Southern District of California

U.S. District Court, Central District of California

## **Publications & Press**

### **Three Littler Attorneys Selected for 2024 Leadership Council on Legal Diversity Programs**

*Littler Press Release*

April 3, 2024

### **Celebrating Black History Month: From Litigation to Literature**

*Littler Podcast*

February 29, 2024

### **Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year**

*Littler Press Release*

January 2, 2024

### **Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award**

*Littler Press Release*

January 22, 2020

### **California's New Standard for Determining Independent Contractor Classifications**

*California Employment Law Letter*

May 2018

### **6 Calif. Employment Bills Employers Should Track**

*Law360*

May 2017

### **CA Court OK's Meal Period Waiver Exception For Healthcare Workers**

*California Employment Law Letter*

April 2017

### **Univision Radio Host Sings The Blues Over Adverse Disability Ruling**

*California Employment Law Letter*

December 2016

### **Mandated Reporter Immunity Protects the Report, But Does it Protect Reporting-Related Conduct As Well?**

*Lifeline Care at Home*

August 2016

### **Benefit of Counsel: Cleaning Up - Why Employers Should Care About Reforming California's PAGA**

*Staffing Industry Review*

June 2016

**NLRB Continues to Circumvent State and Federal Law**

*Bender's California Labor & Employment Bulletin*

May 2016

**California Provides Some Relief From Wage Statement Litigation**

*Restaurant Hospitality*

February 2016

**Issues of Class Manageability Must Be Considered Before Certifying A Class**

*California Employment Law Letter*

November 2015

**The PAGA Divide: Drafting Arbitration Agreements Post-Iskanian**

*Bender's California Labor & Employment Bulletin*

April 2015

**AutoZone Ordered To Pay \$185 Million For Pregnancy Discrimination**

*California Employment Law Letter*

December 2014

**California Supreme Court Provides Guidance On The Commissioned Salesperson Exemption**

*Bender's California Labor & Employment Bulletin*

November 2014

**Marketing Success: How Did She Do That?**

*ABA Law Practice*

2014

**Employee Prevails: It's Wrongful Termination, Not Job Abandonment**

*California Employment Law Letter*

September 9, 2013

**Investigating Sexual Harassment Complaints**

*MM&A Insurance Services' Blog*

February 20, 2013

**Employee Has No Obligation to Arbitrate**

*California Employment Law Letter*

August, November 2012

## Speaking Engagements

### **How Employers Can Best Protect Themselves in Montana**

September 11, 2024

### **2024 Southern California Breakfast Briefing Series - San Diego**

San Diego, CA

January 11, 2024

### **A Supervisor's Guide to Preventing Workplace Harassment | California Compliant**

September 15, 2021

### **Returning to the Workplace**

Webinar, National Association of Church Personnel Administrators

May 28, 2020

### **Sexual Harassment Prevention Training**

On-Site Client Training

February 2018 - February 2013

### **New Employment Law for 2018**

ProVisors San Diego Human Capital Group

January 2018

### **Key Issues for Easing the Pain of Being a California Employer**

HR Advisory Group for ProVisors

October 2016

### **How to Conduct Proper Investigations**

East County Chamber of Commerce

August 2014

### **Religious Institutions Employment Law Training**

Religious Institution

August 2014

### **Employment Law Update from A to Z in California**

Lorman Education Services

June 2014

**The Devil's in the Details: How Workplace Investigations Tip the Scales in Litigation**

Southern California Public Management Association - Human Resources Annual Training Conference  
March 2014

**Top 5 Employment Law Issues Facing Business Owners**

ProVisors  
February 2013

**Help Wanted: Legal issues to Consider in the Hiring Process**

Human Resources Roundtable  
April 2012