

Katherine (Kit) E. Flanagan

Shareholder

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Focus Areas

Discrimination and Harassment
Arbitration
Litigation and Trials
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation
Energy

Overview

Katherine (Kit) Flanagan handles all areas of employment law for employers, including matters involving:

- Claims of sex, age, national origin, race, disability and pregnancy discrimination and harassment
- Retaliation and whistleblower claims
- Wrongful termination claims
- Other employment-related litigation
- Drug and alcohol testing
- Employment policies and handbooks
- Counsel and advice regarding employee investigations and employment contracts

Kit's practice focuses primarily on employment litigation in federal and state courts; arbitrations with the American Arbitration Association, Financial Industry Regulatory Authority, and private arbitrators; and administrative proceedings before the Equal Employment Opportunity Commission, the Texas Workforce Commission and other state and local human rights agencies. She has specific experience with:

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act

- The Age Discrimination in Employment Act
- The Worker Adjustment and Retraining Notification Act
- Section 1981
- Sarbanes-Oxley
- The Texas Commission on Human Rights Act
- Texas tort, breach of contract and other laws

Kit also regularly provides counseling and advice to employers regarding employment matters and is a frequent speaker and trainer on a range of employment law topics. Her clients include:

- Manufacturers
- Construction contractors
- Retailers
- Staffing services
- Securities firms
- Healthcare providers
- Businesses related to the oil, gas and petrochemical industries

Kit is a member of the Shareholder Compensation Committee, and has served on Littler's Board of Directors. She also previously served as a member of the firm's Associates Committee and as the Office Managing Shareholder of Littler's Houston office.

Prior to joining Littler, Kit practiced employment law and general litigation in Raleigh, North Carolina. In law school, she was on the executive committee of the Moot Court Board and was staff editor of the journal, *Law and Contemporary Problems*.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of Texas

Recognition

- Named, The Best Lawyers in America®, 2013-2025
- Named, Lawyer of the Year, Houston, *The Best Lawyers in America*®, 2024
- Named, Super Lawyer, Texas, *Super Lawyers*, 2005, 2008-2020
- Named, Rising Star, *Super Lawyers*, 2004

Education

J.D., Duke University, 1990, *With Honors*

B.A., George Washington University, 1987, *magna cum laude*

Bar Admissions

Texas

North Carolina

Courts

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Texas

U.S. Court of Appeals, 5th Circuit

Publications & Press

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

Littler Press Release

August 19, 2021

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

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Elects Three New Members to Board of Directors

Littler Press Release

February 2, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Speaking Engagements

2022 Houston Regional Employer Conference

Houston, TX

October 6, 2022

2021 Houston Employer Conference

Houston, TX

October 26, 2021

Wage and Hour Mistakes Employers Still Make (and Some New Challenges)

2018 Houston Employer Conference

August 8, 2018

Whistleblowers and Retaliation: Avoiding These Claims

2017 Littler Houston Employer Conference

August 10, 2017

Conducting Lawful Investigations

Littler Mendelson, Houston, TX

August 22, 2013

Current Developments in Employment Law

American Association of Port Authorities, San Francisco, CA

April 14, 2011

Anatomy of a Pay Discrimination Lawsuit

American Petroleum Labor Lawyers Association, Houston, TX
September 2009

How Do You Spell Retaliation? A Look at the Ever Expanding World of Retaliation Claims

Littler Mendelson, Houston, TX
August 11, 2009

Retaliation Claims in Federal and State Courts

Advanced Employment Law Seminar - University of Houston, Houston, TX
December 4, 2008

Why Can't We Fire That Complaining So & So? – A Retaliation Update

Littler Mendelson, Houston, TX
August 7, 2008

Harassment – Sexual and Otherwise

Advanced Employment Law Seminar - University of Houston, Houston, TX
November 29, 2007

Wage & Hour Laws: Pitfalls & Traps

Associated General Contractors of America, Inc. (AGC), Houston Chapter
January 2007

Harassment, Sexual and Otherwise

Advanced Employment Law Seminar - University of Houston, Houston, TX
November 30, 2006

Sexual Harassment – Avoiding, Investigating, and Defending Claims

Employer-Side Employment Law Seminar - University of Houston, Dallas, TX
December 15, 2005

Employment Law Update

Houston, TX
October 20, 2005