

Katherine I. Tracy

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Overview

Katherine I. Tracy is a member of the Littler CaseSmart® team and is based in Kansas. She is responsible for early case evaluation (ECE). At the outset of each employment litigation matter, she identifies and reviews pertinent documents, interviews relevant witnesses, and drafts an ECE report for clients' cases. In keeping with each client's litigation philosophy, she partners with the local Littler litigation team and assists in developing and executing strategies for effectively handling litigation.

Prior to joining Littler, Kat spent seventeen years as an associate in a small firm in Overland Park, Kansas. She primarily practiced in Kansas and Missouri federal and state courts and agencies representing plaintiffs and defendants in all areas of employment litigation, including claims of discrimination, harassment and retaliation in violation of Title VII, the Americans with Disabilities Act, Age Discrimination in Employment Act, Family and Medical Leave Act, Kansas Acts Against Discrimination, and Missouri Human Rights Act. Kat also has experience in representing employers and employees regarding violations of the Fair Labor Standards Act and Kansas Wage Payment Act. She has represented companies and individuals regarding various business and contract disputes, including shareholder disputes.

Kat has handled all aspects of litigation from prelitigation, through early assessment, pleadings, discovery, motion practice, summary judgment, trial preparation and second chair at trials and arbitration. She has worked closely with employers regarding various employee relations issues, including employee misconduct investigations, investigations into allegations of harassment, discrimination and retaliation, handbook preparation, employee discipline, wage and hour issues, employee agreements and trade secrets.

Kat previously represented individuals, small, midsize and large employers, and municipalities. She has extensive experience in contract and settlement negotiations and mediation.

Professional and Community Affiliations

- Member, American Bar Association, 2021-present
- Member, Section member in Business and Corporate Law, Civil Litigation, Labor and Employment Law and Solo and Small Firm, Johnson County Bar Association, 2003-2021
- Member, Kansas Bar Association, 2003-2020

Education

J.D., Drake University Law School, 2002

B.A., University of Kansas, 1999

Bar Admissions

Kansas

Missouri

Courts

U.S. Court of Appeals, 10th Circuit

U.S. District Court, District of Kansas

U.S. District Court, Western District of Missouri

Publications & Press

U.S Women’s Soccer Team’s Equal Pay Claims Get a Red Card – Will They Get Another Shot at the Goal?

The Bar Letter, Johnson County Bar Association

September 2020