

Kimberly M. Shappley

Of Counsel

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Focus Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Occupational Safety and Health
Wage and Hour
Healthcare
Leaves of Absence and Disability 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, 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

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

Littler Press Release

August 19, 2021

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

Littler Press Release

August 20, 2020

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