

## **Kimberly N. Dobson**

Shareholder

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### **Focus Areas**

Leaves of Absence and Disability Accommodation  
Discrimination and Harassment  
Litigation and Trials  
Policies, Procedures and Handbooks  
Training - Compliance, Ethics, Leadership

### **Overview**

Kimberly N. Dobson has dedicated her legal career to counseling and representing employers in a wide range of employment law matters.

Most recently, Kim has counseled employers nationwide regarding a large array of complex legal issues related to the COVID-19 pandemic, including, return to work considerations; compliance with frequently changing federal, state and local laws, rules and regulations related to COVID-19; addressing employee safety concerns; and, drafting legally compliant employment policies.

Kim's practice focuses on representing private, public and nonprofit entities in state and federal courts and before various administrative agencies in litigation involving claims of discrimination, harassment and retaliation. She has participated in all phases of litigation from commencement through trial and appeal.

In addition to her litigation practice, Kim regularly advises clients in various industries on compliance with federal, state and local employment laws. She prepares and reviews employment policies, handbooks and employment agreements and routinely counsels employers regarding disability leave management matters. Kim also conducts training sessions on topics such as harassment, discrimination, retaliation, performance management, leaves and accommodations, as well as diversity, equity and inclusion.

Prior to joining Littler, Kim worked as an associate for a national labor and employment law firm for several years. She previously served as a judicial intern for the Hon. Arthur F. Engoron of the New York City Civil Court.

While attending law school, Kim was the managing editor of production for the Maurice A. Deane School of Law at Hofstra University's *Journal of International Business and Law* and received an award of excellence for her work in the Community and Economic Development Clinic.

## Professional and Community Affiliations

- Vice President of Programs, Amistad Long Island Black Bar Association
- Member, National Association of Women Lawyers
- Member, American Bar Association

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025
- Recipient, Long Island Public Interest and Pro Bono Attorney of the Year, *Touro Law Center*, 2017
- Named, Who's Who in Women in Professional Services, *Long Island Business News*, 2012
- Recipient, Award of Excellence, *Maurice A. Deane School of Law at Hofstra University*, 2008

## Education

J.D., Maurice A. Deane School of Law at Hofstra University, 2008, *cum laude*

B.A., University of Pennsylvania, 2004

## Bar Admissions

New York

Connecticut

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

## Publications & Press

**Littler Selects New Leaders for Bollo Affinity Group**

*Littler Press Release*

March 26, 2024

**A Conversation on Black Resistance, Resilience and Being Real**

*Littler Podcast*

February 27, 2023

**Littler Elevates 33 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2022

**New York Department of Labor Releases Final Regulations for State Sick Leave Law**

*Littler Insight*

December 28, 2021

**New York State's "New Normal": Navigating New York State's Recently Changed Anti-Discrimination and Anti-Harassment Laws**

*New York Litigator*

Winter 2020

**COVID-19 – A Retail Industry Focus**

*Littler Insight*

March 19, 2020

**Littler's Long Island Office Expands with Addition of Kim Dobson**

*Littler Press Release*

July 2, 2018

**The Originality of Photographs for Purposes of Copyright Law Before and After *Brideman Art Library, Ltd. v. Corel Corp.***

*Florida Coastal Law Review, Vol. 10, No. 2*

Winter 2009

**Speaking Engagements**

**2024 Tri-State Regional Employer Conference**

New York, NY

September 19, 2024

**Navigating Leave of Absence and Accommodation Requests**

Melville, NY

July 11, 2024

**Emerging Risks – Risk Management Considerations in the Cannabis Industry**

Insurance Symposium

October 28, 2021

**Diversity, Equity & Inclusion - Being All Together**

New York State Bar Association

October 8, 2021

**Reopening Your Business: From a Health, Legal and Protected Prospective**

Queens Chamber of Commerce

September 10, 2020

**COVID-19 in the Workplace: Recent Developments and Compliance Challenges**

August 7, 2020

**New Workplace Laws and Training Requirements in the Post-#MeToo Era**

Training the Trainer

May 16, 2019