

## Kathleen M. Siciliano

Associate



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I enjoy getting to know our clients. Every employer's culture is different, and I like providing solutions that fit well with the business and its people.

Kathleen Siciliano counsels employers of all sizes on discrimination or retaliation claims under Title VII, FMLA, FLSA, ADA, and ADEA. She also advises educational institutions on issues involving Title IX and the Family Educational Rights and Privacy Act (FERPA). Her experience further extends to advising employers on employment agreements, medical leave and disability concerns, LGBTQ matters, workplace investigations, and restrictive covenants and trade secret enforcement, all while ensuring state and federal employment law compliance.

Kathleen is prepared to defend her clients in state and federal courts, and before administrative agencies such as the EEOC, the Occupational Health and Safety Commission, and the Bureau of Workers' Compensation. She regularly monitors laws and regulations across the country, as well as new social media platforms and trends, to ensure she advises and updates clients in a timely matter.

From proactively counseling a family-owned business on medical leave issues to defending a large corporation against a claim of discrimination, Kathleen is known for her thoughtful approach and dedication to her clients' best interests. Her diverse experience is especially helpful when working on issues like advising on DOL investigations and disputes, HR audits, USERRA complaints, complete dismissal of disability cases, and advising local government agencies on open records requests and the Open Meetings Act (Sunshine Law).

Kathleen's clients operate in a variety of industries, including education, municipal and government, transportation, construction, and food and beverage. She thrives in a fast-paced environment and fights hard for her clients when representing and defending them in state and federal courts on employment litigation matters. As new clients work with Kathleen, they quickly learn that she is someone who they can rely on no matter their issue.

### Experience

### Services

- Arbitration, Mediation, and Dispute Resolution
- Chambliss Startup Group
- Labor and Employment

### Industries

- Automotive
- Chemical
- Education
- Food and Beverage
- Health Care
- Manufacturing
- Municipal and Government Companies
- Startups and Emerging Companies
- Transportation and Logistics

### Admissions

- Tennessee
- U.S. Court of Appeals Sixth Circuit
- U.S. District Court Eastern District of Tennessee
- U.S. District Court Middle District of Tennessee

### Education

- J.D., The University of Tennessee College of Law, 2018

- B.S., James Madison University, 2015

Provide day-to-day proactive counsel for employers of all sizes

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Advises educational institutions on issues involving Title IX and the Family Educational Rights and Privacy Act (FERPA), and LGBTQ+ issues as they relate to the workplace, dorms, and classroom; assists and advise on the ever changing social media platforms

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Advises employers on claims under Title VII, FMLA, FLSA, ADA, and ADEA

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Advises local government agencies on the handling of Open Records Requests in an effort to comply with state law and maintain confidentiality of proprietary and sensitive information

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Conducts workplace investigations by discussing with employers their rights and responsibilities, interviewing complainant and witnesses, and advising on next steps and outcome

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Defended Walden Security in unlawful retaliation and sexual orientation discrimination case; obtained pretrial dismissal on all claims

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Advise employers on the Fair Labor Standards Act classification of job positions and whether the positions should be classified as exempt or non-exempt

## Associations

### Bar Associations

- Chattanooga Bar Association, Young Lawyers Division
- Tennessee Bar Association
- Federal Bar Association, Younger Lawyers Division
- American Bar Association

## Noteworthy

- *Best Lawyers in America*: Ones to Watch, Labor and Employment Law - Management, Litigation - Labor and Employment
- *Tennessee Law Review*, Editor's Award (2018)
- University of Tennessee College of Law, Dean's List
- James Madison University, President's List
- James Madison University, Dean's List

## Community

- Girls Preparatory School Alumnae Council, Board Member
- SETLAW Board Member
- GPS Mock Trial Assistant Coach

## Sidebar

Kathleen is a Chattanooga native who enjoys spending her free time with friends and family, being outdoors, and cheering on the JMU Duke Dogs and Tennessee Volunteers. She also enjoys exploring the city with her dog, Nelson, and taking pottery classes.