



Kathryn K. Rudderman

Shareholder

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Practice Areas:

- Labor and Employment
- Employment Litigation
- Preventative Advice and Training

Education:

University of Georgia, B.A.,
summa cum laude, 2008

Florida State University College
of Law, J.D., 2012

Ms. Rudderman is a member of Rogers Towers' Labor and Employment Department. She counsels employers on best practices to achieve employment law compliance while also taking into consideration important business objectives and employee perception issues. To do so, Ms. Rudderman assists employers in developing appropriate policies and procedures and advises employers on decisions involving all aspects of employment law, including Title VII of the Civil Rights Act of 1964, the Family and Medical Leave Act, the Fair Labor Standards Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Pregnancy Discrimination Act, the Fair Credit Reporting Act, the Worker Adjustment and Retraining Notification Act, and other federal, state and local employment laws.

Ms. Rudderman also prepares and updates employment applications and forms, employee handbooks, non-competition and confidentiality agreements, and other employment-related documents and agreements. Ms. Rudderman provides training for management and non-managerial employees on identifying, preventing and reporting harassment and discrimination in the workplace. She also assists employers with handling employee discipline, reductions in force, and complicated employment terminations.

Ms. Rudderman works with employers to defend against charges of discrimination and other claims when filed with various government agencies, such as the Equal Employment Opportunity Commission, Department of Labor, Office of Personnel Management, Office for Civil Rights, and Florida Commission on Human Relations. She also defends employers in lawsuits filed by current and former employees, including those involving allegations of discrimination, harassment and retaliation; wage and hour violations; FMLA interference and retaliation; ADA violations; and other federal and state law claims.

Bar Association Memberships:

- The Florida Bar
- Jacksonville Bar Association

Court Admissions:

- Florida
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida

Client Successes:

- Defended complex federal wage and hour lawsuits by convincing opposing counsel to voluntarily dismiss the cases.
- Advised employers on complicated Family and Medical Leave Act issues and post-leave obligations under the Americans with Disabilities Act.
- Defended several whistleblower retaliation lawsuits under the Florida Private Sector Whistleblower Act and argued various defenses based on the industries and positions at issue.