

Kimberly L. Kauffman

Senior Attorney

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512-703-5071



Kimberly Kauffman focuses on representing employers both in the courtroom and before administrative agencies, such as the U.S. Equal Employment Opportunity Commission (EEOC) and the Texas Workforce Commission (TWC), in discrimination, harassment, and retaliation lawsuits and charges of discrimination.

Kim also represents employers in wage claims and suits alleging breaches of contract, various employment-related torts, and violations of state and federal statutes, including the Fair Labor Standards Act (FLSA), the Family Medical Leave Act (FMLA), the Worker Adjustment and Retraining Notification Act (WARN), and the Texas workers' compensation retaliation statute. In addition, Kim represents clients in a variety of commercial-related disputes, including claims involving breaches of contract, breaches of fiduciary duties, fraud, and misrepresentation.

As part of her practice, Kim investigates allegations of workplace discrimination, harassment, and retaliation. Kim also counsels employers about issues that may occur during the employment relationship, from hiring to termination. Kim assists employers with drafting employment-related policies, agreements, and handbooks. Her representation of clients is focused on providing practical, effective solutions both inside and outside of the courtroom.

Previously, Kim practiced at an employment law firm and served as an Assistant Attorney General at the Office of the Attorney General of Texas in the Law Enforcement Defense Division, where she represented state employees in lawsuits involving civil rights.

Representative Experience

Obtained favorable rulings for clients before various federal and state agencies, including TWC, EEOC, and Department of Labor (DOL).

Investigated allegations of discrimination, retaliation, and harassment for matters before state and federal agencies and for litigation.

Defended employers at various stages of litigation in both state and federal courts.

Counseled employers on issues that may arise during employment, including hiring, termination, leaves of absence, and administration of discipline.

Successfully defended state employees against civil rights claims during jury trials in federal court.

Awards & Recognition

TEXAS SUPER LAWYERS - RISING STAR

Listed for Employment & Labor: Employer

2022

Related Services

Business and Commercial

Labor & Employment

Professional Liability

Publications & Speaking Engagements

The Coronavirus

Mar 9, 2020

Education, Admissions & Activities

EDUCATION

University of Texas School of Law

J.D., 2014

Teaching Quizmaster

Texas International Law Journal, Articles & Notes Editor

University of Texas at Austin

B.B.A., with highest honors, 2011

BAR ADMISSIONS

Texas

2014

COURT ADMISSIONS

United States District Court of Texas

Northern, Southern, Eastern, Western

United States Court of Appeals, Fifth Circuit