

# Kimberlee C. Morrow

## PARTNER

Kimberlee has more than twenty years of experience defending employers throughout the state of Oregon against all types of employment claims in both state and federal courts. She has represented public entities as well as private sector employers providing litigation defense, advise, counsel and pre-litigation strategies, as well as conducting employment trainings, investigations and employment policy review.

Her litigation practice focuses on various types of tort actions, including sexual discrimination and harassment, retaliation, hostile work environment, ADA, Section 1983 claims, and various complex employment law actions. She has also served as outside counsel for a number of public and private sector clients providing ongoing counsel with a particular focus on medical clinics. She has provided counsel to these entities on a myriad of issues including employment strategies, policy review, peer review, pre-litigation counsel, confidential workplace investigations and employment separation issues.

Kimberlee is a native Oregonian and values her Eastern Oregon roots. When not practicing law, she hikes, travels, bikes, golfs and is actively involved in her book club and extended family.



### Contact

503-972-7073 (Direct)  
kcm@hartwagner.com  
503-830-4591 (Mobile)

### LEGAL ASSISTANT

Charlotte Handorff  
503-222-4499 x 1130  
clh@hartwagner.com

### Practice Areas

Civil Rights Defense  
Employers Liability Defense  
Employment Litigation  
Human Resources Consulting & Compliance

## REPRESENTATIVE CASES

Successfully defended and obtained jury verdict on claims of age discrimination and retaliation on behalf of employer in action seeking reinstatement, damages and declaratory judgment.

Obtained a jury verdict for city police department on claim of wrongful death seeking damages in excess of \$1,000,000.

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Obtained Directed Verdict at trial in federal lawsuit on behalf of police agency defending against 1983 and state wrongful discharge claims.

Successfully argued and prevailed on a motion for summary judgment in a federal lawsuit claiming municipal client liable on joint employer claim for wrongful discharge and retaliation.

Obtained complete dismissal of fraud claims brought by former wife against ex-husband in a 5 day binding arbitration proceeding.

Defended employer against multiple claims of gender discrimination and retaliation in BOLI proceeding, resulting in dismissal of all claims, with no subsequent court filings.

Successfully negotiated a settlement in a federal lawsuit against police agency in which plaintiffs alleged malicious prosecution, fabrication of evidence and civil rights violations, seeking in excess of \$8,000,000, by obtaining settlement of \$40,000.

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## **EDUCATION**

Lewis and Clark College  
Northwestern School of Law  
J.D.

Centre College of Kentucky  
B.A.

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## **ADMITTED TO PRACTICE**

Oregon State Courts  
U.S District Court: District of Oregon  
Ninth Circuit Court of Appeals

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## **PROFESSIONAL ACTIVITIES AND ASSOCIATIONS**

Oregon State Bar  
Oregon Association of Defense Council  
Multnomah Bar Association  
Federal Bar Association  
Oregon Women Lawyers  
Oregon State Bar — Arbitrator  
Lane County Women Lawyers, Past Chairperson, Board of Directors  
Senior Law Project

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## PRESENTATIONS

Developed and presented continuing legal education seminars in Multnomah and Lane Counties with various litigation topics.

Developed and presented trainings for clients in all aspects of employment law including sexual harassment, ADA, FMLA/OFLA, and retaliation.

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## REPRESENTATIVE CLIENTS

Prestige Care, Inc.  
Oregon School Boards Association  
The Hartford Insurance Company  
Chubb  
The Corvallis Clinic  
Curry Health District  
Desert Orthopedics  
Liberty Mutual