

KIMBERLY A. ROSS

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Kimberly Ross concentrates her legal practice on defending and counseling management in employment law matters.

Kimberly's experience includes harassment and discrimination claims under Title VII and the Illinois Human Rights Act (race, national origin, gender/sex, religion), the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), non-compete agreements, whistleblower claims, negligent hiring, supervision and retention, and retaliatory discharge.

Kimberly is a recognized authority in employment law, conducting seminars, providing training and authoring articles on proper employment practices including hiring, effective discipline and discharge, performing investigations, maintaining personnel files and properly classifying employees under the FLSA. She is also well-versed in reviewing and drafting employee handbooks, employment policies, employment contracts, and severance agreements. Kimberly is also frequently asked to lecture on professionalism and employment law topics at a local law school.

Representative Experience

- » Obtained summary judgment in an age discrimination lawsuit filed by a 61-year-old risk management employee who claimed failure to promote due to age.
- » Obtained summary judgment in an ADEA lawsuit filed by a terminated warehouse employee against a large food manufacturer and distributor.
- » Obtained dismissal of a retaliatory discharge lawsuit in which the plaintiff alleged her healthcare employer terminated her for taking time off after contracting COVID-19.
- » Successfully won on appeal in the Eighth Circuit an attempt to overturn the granting of summary judgment in favor of a hotel in a federal court lawsuit that alleged race and national

EDUCATION

- » DePaul University College of Law (J.D., 1996)
- » University of Michigan (B.A., 1992)

BAR ADMISSIONS

- » Illinois
- » Missouri
- » Minnesota
- » Michigan

COURT ADMISSIONS

- » U.S. Court of Appeals for the Seventh Circuit
- » U.S. Court of Appeals for the Eighth Circuit
- » U.S. District Court for the Northern District of Illinois (Trial Bar)
- » U.S. District Court for the Northern District of Illinois
- » U.S. District Court for the Central District of Illinois
- » U.S. District Court for the Southern District of Illinois
- » U.S. District Court for the Eastern District of Missouri
- » U.S. District Court for the Northern District of Indiana
- » U.S. District Court for the Western District of Missouri
- » U.S. District Court for the Eastern District of Michigan

- origin discrimination and retaliation.
- » Successfully won on appeal in Minnesota an attempt to overturn summary judgment in a lawsuit that alleged disability discrimination, defamation, and retaliation.
- » Filed an Amicus brief in the Appellate Court of Illinois on behalf of the Chicago Transit Authority in support of its position in an obesity discrimination matter.
- » Obtained summary judgment in a sexual harassment lawsuit filed by a female employee of an automobile dealership
- » Obtained summary judgment in an ADA lawsuit filed by a terminated automobile technician at an auto dealership
- » Obtained dismissal of an ADEA, national origin and race discrimination lawsuit filed by a terminated employee at an auto dealership
- » U.S. District Court for the Western District of Michigan
- » U.S. District Court for the District of Minnesota

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » *Best Lawyers in America* - Litigation - Labor and Employment
- » "500 Leading U.S. Corporate Employment Lawyers," *LawDragon* (2020-2024)
- » Meritorious Service Award from the Illinois Association of Defense Trial Counsel; 2008

Memberships

- » American Bar Association
- » Decalogue Society of Lawyers (DSL)
- » Defense Research Institute (DRI)
- » Illinois Association of Defense Trial Counsel (IADTC), Board of Directors
- » Lakeview East Chamber of Commerce
- » National Association of Dealer Counsel (NADC)
- » Society for Human Resource Management (SHRM)
- » The Women's Bar Association (WBAI)

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Employment Litigation Causes of Action
- » January 28, 2025 - Illinois One Day Rest in Seven Act and

Meal Break Law: How Employers can Protect Themselves

- » January 08, 2025 - NEW ILLINOIS EMPLOYMENT LAWS FOR 2025 AND BEYOND: What every employer must learn
- » September 09, 2024 - "Did IL just try again to ban E-Verify? New law could leave employers facing hard choices, big challenges," Cook County Record
- » August 06, 2024 - New Law Alert! Illinois Freedom of Speech Act and Limitations on Union (and Other Meetings)

Events

- » March 01, 2023 - Illinois New Mandatory Paid Leave Law | Now Is the Time to Prepare - Complimentary Webinar
- » May 25, 2022 - Piercing Through the Weighty Issues in Appearance Discrimination - Complimentary Webinar
- » May 11, 2022 - "Don't Judge a Book by Its Cover: Appearance Discrimination," 2022 DRI Employment & Labor Law Seminar
- » March 10, 2022 - New Illinois Employment Laws Webinar - Presented by the Lakeview East Chamber of Commerce
- » October 26, 2020 - "The Dealership Workplace of the 2020's: Handling Diversity, Appearance, and Hiring Issues in an Ever-Evolving World" - NADC Fall Virtual Conference

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