

## **KELSIE A. KIRKHAM**

*Associate*

### **BIOGRAPHY**

Kelsie Kirkham an experienced trial lawyer and member of the firm's Employment, Healthcare, Litigation and Sexual Assault practice groups at Parsons Behle & Latimer. She maintains a general civil litigation practice with an emphasis on employment litigation and counseling, healthcare litigation and advising, sexual assault litigation and general contract disputes.

Kelsie's employment practice involves representation of employers in lawsuits and counseling in a variety of areas, including:

- Sex discrimination and sexual harassment
- Age discrimination
- Religious discrimination
- ADA, disability and medical issues in the workplace
- FMLA and other leave issues
- Wrongful termination
- Employment contracts and compensation
- Non-compete, confidentiality, and non-solicitation agreements
- Fair Labor Standards Act (FLSA), overtime, exemptions, and wage issues
- Independent contractor issues
- Terminations and unemployment
- Wage claims
- Workplace investigations
- IHRC and EEOC charges and complaints

Kelsie's healthcare practice involves defending claims of medical malpractice and board disciplinary licensure matters.

Kelsie possesses litigation experience in sexual assault and abuse matters. She brings to Parsons Behle & Latimer, prior experience of passionately prosecuting crimes of sexual assault and domestic violence. Kelsie continues to represent victims of sexual assault in civil litigation and works in connection with local non-profit organizations to raise awareness of sexual assault and domestic violence.



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### **PRACTICE AREAS**

Discrimination, Harassment  
& Retaliation

Drafting and Enforcement of Non-  
compete Agreements

Employment & Labor

Employment Litigation

Healthcare

Litigation, Trials & Appeals

Sexual Assault & Abuse

Termination & Discipline

### **LICENSED/ADMITTED**

Idaho

U.S. Dist. Court, Dist. of Idaho

As a general litigator and trial attorney, Kelsie is consistently rated by her peers as among the best trial attorneys in the area.

## ACCOMPLISHMENTS

### Academic

University of Idaho College of Law (J.D., 2014)

*Idaho Law Review*, Lead Articles Editor

Student Bar Association, Vice-President

D. Craig Lewis Trial Team , Top Participant Award

Spirit of the Class Award nomination recipient

Idaho State University (B.S., 2011)

Political Science Major

### Academic

Recognized as "One to Watch" in *Best Lawyers in America 2021*

Idaho Court of Appeals (2014-2015)

## ASSOCIATIONS

### Professional

Idaho State Bar (2014–present), Employment and Labor Law Section, Health Law Section, Litigation Section

American Bar Association (2019–present)

Idaho Women Lawyers Association (2017–present)

Court Appointed Special Advocates (CASA) Volunteer Attorney (2017–present)

### Community

Society for Human Resource Management (SHRM), Southeast Idaho Chapter, Board Member (2018–present)

Domestic Violence and Sexual Assault Center, Board Member (2019–present) Liaison (2015–present)

District 91 Education Foundation, Board Member (2018–present)

## PRESENTATIONS

"Employment Eligibility Verification Compliance," Parsons Behle & Latimer 7th Annual Idaho Employment Law Seminar (October 10, 2019)

"Mass Shootings and Employer Liability," Parsons Behle & Latimer 31st Annual Employment Law Seminar (May 22, 2019)

Co-Presenter: "Beyond #MeToo: Litigating Civil Claims of Sexual Assault and Abuse," Parsons Behle & Latimer CLE Briefing (March 19 and 20, 2019)

"Job Descriptions: Legal Protections and Legal Risks for Employers," Parsons Behle & Latimer Idaho Employment Law Seminar (October 9, 2018)

## PUBLICATIONS

"Independent Contractor vs. Employee Classification," Parsons Behle & Latimer Legal Briefings (June 26, 2019)

"Using Job Descriptions to Defend Against ADA Claims," Parsons Behle & Latimer Legal Briefings (January 23, 2019)