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## Karen R. Glickstein

Principal and Office Litigation Manager  
Overland Park  
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### Practices

Disability, Leave and Health Management  
General Employment Litigation  
Non-Competes and Protection Against Unfair Competition

### Industries

Healthcare

### Education

Northwestern University  
School of Law  
J.D., 1987  
Coordinating Notes and Comments Editor, Journal of Criminal Law and Criminology  
First Place Miner Moot Court Competition

Smith College  
A.B., 1984  
*cum laude*, high honors in Government

### Admitted to Practice

- U.S. Supreme Court, 1998
- 8th Circuit Court of Appeals, 1994
- 9th Circuit Court of Appeals, 1992
- 10th Circuit Court of Appeals, 1997
- Colorado - D. Colo., 2002

Karen R. Glickstein is a Principal and the Office Litigation Manager of the Overland Park, Kansas and Kansas City, Missouri offices of Jackson Lewis P.C. For more than 25 years she has represented employers in discrimination, harassment and retaliation litigation ranging from single plaintiff cases to defense of EEOC class action matters. She also has significant experience defending clients in whistleblowing and restrictive covenant matters, as well as advising clients on a wide variety of human resource and employment law matters.

Ms. Glickstein's clients range from small family-owned businesses to large publicly traded companies. She enjoys assisting clients in finding practical and workable solutions to all types of workplace employment problems and frequently partners with clients in policy development, resolving both routine and complex advice questions, and providing training and risk management advice. Her work in this area is buttressed by her many years of litigation in a variety of forums, including agency, arbitration and trial proceedings across the United States. Ms. Glickstein also has significant experience assisting employers in conducting independent employment-related investigations.

Ms. Glickstein speaks regularly on a national basis on matters ranging from employment law, to social media, to litigation strategy and tactics. She frequently advises clients and other attorneys on legal issues arising from constantly changing social media technology. Ms. Glickstein began her career as a law clerk to the Hon. Joseph E. Stevens, Jr. of the United States District Court for the Western District of Missouri.

### Honors and Recognitions

- Association for Women Lawyers of Greater Kansas City, President's Award (2016)
- DRI- The Voice of the Defense Bar, Mary Massaron Award for the Advancement of Women in the Legal Profession (2015)
- Super Lawyers, Top 50: Women Missouri & Kansas (2006, 2009-2013, 2015, 2017-2018)
- Super Lawyers, Top 50: Women Missouri (2014)
- Super Lawyers, Top 100: Missouri & Kansas (2017)

- Kansas - D. Kans., 1989
- Missouri - W.D. Mo., 1990
- Kansas, 1989
- Missouri, 1987



## Professional Associations and Activities

- American Bar Association
- American Health Lawyers Association
- Association for Women Lawyers of Greater Kansas City
- DRI -The Voice of the Defense Bar, Former Board of Directors
- DRI -The Voice of the Defense Bar, Law Institute
- DRI -The Voice of the Defense Bar, Employment Law Committee Chair
- International Association of Defense Counsel, Trial Academy Faculty (2016)
- International Association of Defense Counsel, Corporate College Planning Committee (2018)
- International Association of Defense Counsel, Employment Law Committee Member
- Kansas Bar Association
- Kansas City Metropolitan Bar Association, Federal Courts Advocate
- Kansas City Metropolitan Bar Association, CLE Co-Chair
- Missouri Bar Association, Joint Commission on Women in the Profession Co-Chair
- Missouri Bar Association, Appointed by Missouri Supreme Court to Civil Rules of Procedure Committee

## Pro Bono and Community Involvement

- Jewish Community Relations Bureau, Vice Chair (2017-present)
- Solace House of Kansas City, Former Board Member
- Village Shalom, Board Chair (2016-2019)
- Women's Foundation of Kansas City, Patron's Committee (2019-2020)

## Published Works

- "Transgender Discrimination and Places of Public Accommodation: A User's Guide," *DRI - The Voice of the Defense Bar* (October 2016) [Author]
- "Who 'Owns' Social Media – You or Your Employees?" *Compliance Today* (November 2013) [Co-Author]
- "Government Targets Healthcare for Disability Violations," *Compliance Today* (September 2013) [Author]
- "Social Media: Common Sense is Not Always So Common," *Thinking Bigger Business Media, Inc.* (August 2011) [Author]
- "Social Media Rise Merits Updated Staff Policies," *Springfield Business Journal* (January 2011) [Author]
- "Social Networking and the Law," *Kansas City Small Business* (July 2009) [Author]

- “Do you need a Social Networking Policy?” *Kansas City Small Business* (August 2009) [Author]

## Speeches

- "Answering the Questions: A Practical Guide to 30(b)(6) Preparation and Deposition," Kansas Association for Defense Counsel Annual Conference (Kansas City, MO, December 2019) (presenter)
- “Strategies for a Winning 30(b)(6) Deposition,” DRI’s Litigation Skills Workshop (Phoenix, AZ, May 2019) (co-presenter)
- “#MeToo Allegations and Litigation,” IADC’s Corporate Counsel College (Chicago, IL, April 2019) (co-presenter)
- “Your Career and the #MeToo Movement: Sparking Corporate Change,” DRI Women in the Law Conference (with Megan Belcher) (San Diego, CA, January 2019)
- “Creating Diverse, Inclusive and Respectful Work Environments,” 2018 EEOC KC Area Technical Assistance Program Seminar (TAPS) (Kansas City, Missouri, August 2018) (presenter)
- “The Ins and Outs of Corporate Representative Depositions,” DRI - The Voice of the Defense Bar (Miami, FL, February 2018) (presenter)
- “Gender Issues and Implicit Bias,” Ross T. Roberts Inns of Court (Kansas City, MO, December 2017) (presenter)
- “Defending EEOC Subpoena Enforcement Actions: Nuts and Bolts,” International Association of Defense Counsel (Webinar, October 2017) (co-presenter)
- “What’s ‘Hot’ in Health Care Law? Social Media and Other Cutting Edge Issues,” Greater Kansas City Society of Healthcare Attorneys (Kansas City, MO, September 2017) (presenter)
- “Thinking Outside the HR Box (Human Resource Management in the 21st Century,” EEOC Technical Assistance Program Seminar (Blue Springs, MO, August 2017) (presenter)
- “How Do I Connect With The Jury? Understanding Jury Psychology,” The Woman Advocate Annual Meeting, ABA Section of Litigation (Kansas City, MO November 2016) (presenter)
- “40 is the new 30 (Except in the Workplace),” EEOC Technical Assistance Program Area Seminar (Blue Springs, MO, August 2016) (presenter)
- “Social Media & Evidentiary Challenges: Making Facebook Your Friend at Trial”, Utah Defense Lawyers Association Annual Meeting, (Salt Lake City, UT, May 2016) (presenter)
- “Social Media and Evidentiary Challenges”, Kansas Association of Defense Counsel (Kansas City, MO, December 2015) (presenter)
- “Conduct Unbecoming and Uncivil Behavior (Workplace Harassment): Promote a Positive Work Environment – Prevent Costly Claims and Litigation” EEOC Kansas City Area Technical Assistance Program Seminar, (Kansas City, MO, July 2015) (presenter)
- “Employment Law and the Bottom Line: Protecting Proprietary Social Media and Preventing Retaliation,” CBIZ (Kansas City, MO, June 2015) (presenter)
- “The Ethics of Social Media for the Employment Lawyer,” DRI - The Voice of the Defense Bar (Scottsdale, AZ, May 2015) (presenter)
- “Hot Topics in Employment Law: What Every Client Needs to Know about Current EEOC Initiatives,” IADC - International Association of Drilling Contractors (Webinar, January 2015) (presenter)
- “What Employers Need to Know About Obesity in the Workplace,” Inside Law (Podcast, October 23, 2013) (presenter)
- “Hot Topics in Employment Law,” Kansas City Metropolitan Bar Association (Kansas City, MO, September 2013) (presenter)
- “How to Avoid the Employment Law Quagmire,” Missouri Concrete Association (Kansas City, MO, February 2013) (presenter)

- "Turning Social Media into a Litigation Sword for the Defense," Civil Rights and Governmental Tort Liability Seminar (Phoenix, AZ, January 2013) (presenter)
- "Social Media, Ethics & Employment Law," Kansas Bar Association (Topeka, KS, September 2012) (presenter)
- "Social Media and Employment Law," The Missouri Bar Association (Kansas City, MO, June 2012) (presenter)
- "Employment Law in the Trucking Industry," DRI - The Voice of the Defense Bar (Scottsdale, AZ, February 2012) (presenter)
- "Social Media Issues - What You Don't Know May Hurt You," Illinois Healthcare Association (Webinar, February 2012) (presenter)
- "Social Media Policies-What You Don't Know May Hurt You," The Missouri Bar Association (Kansas City, MO, September 2011) (presenter)
- "Social Media – Ethics and Reality," Kansas City Healthcare Lawyers Association (Kansas City, MO, September 2011) (presenter)
- "Litigation and Social Media – An Afternoon with the Judges," Federal Court Advocates Society (Kansas City, MO, September 2011) (presenter)
- "Does Facebook Have You Twittering about Being LinkedIn", Greater Kansas City Chamber of Commerce (Kansas City, MO, March 2011) (presenter)
- "Going Social – The Pros and Cons of Social Networking, The Internet and Employment Law," DRI - The Voice of the Defense Bar (Webinar, July 2010) (presenter)
- "Jury Trials in the Age of Social Networking," Missouri Organization of Defense Lawyers (Ridgedale, MO, June 2010) (presenter)
- "2010 Advanced Trial Skills: Employment Issues in Litigation," Missouri Judicial College (Lake Ozark, MO April 2010) (presenter)
- "Legal Ethics in the New Age of Social Media," IADC - International Association of Drilling Contractors (Webinar, April 2010) (presenter)
- "Social Media – Its Uses, Abuses and Potential Exposures," IADC - International Association of Drilling Contractors (Webinar, April 2010) (presenter)
- "Jury Trials in the Age of Social Networking," IADC - International Association of Drilling Contractors (Naples, FL, February 2010) (presenter)
- "Legal Issues in Social Networking," Central Exchange (Kansas City, MO, July 2009) (presenter)
- "Going Social – The Pros and Cons of Social Networking, the Internet and Employment Law," DRI - The Voice of the Defense Bar (Orlando, FL, May 2009) (presenter)
- "Hiring Issues and Social Networking – What you Need to Know," Greater Kansas City Medical Managers Association (Overland Park, KS, March 2009) (presenter)
- "Social Networking and Employment Law," IADC -International Association of Defense Counsel (Carlsbad, CA, February 2009) (presenter)