



Katherine M.L. Pratt, Special Counsel

Ms. Pratt handles trial-level litigation and civil appeals in the areas of employment law, civil rights, professional liability, and other commercial litigation. She has litigated to successful conclusion a wide variety of disputes before administrative agencies, as well as state and federal courts. Ms. Pratt's practice focuses on the defense of both private and public entities and their employees in a wide variety of areas, including employment discrimination disputes, civil rights violations pursuant to 42 U.S.C. § 1983, FLSA claims, retaliation lawsuits, unemployment benefits matters, contract based employment disputes, and trade secrets matters. Ms. Pratt has also been involved in litigating contract disputes, breach of confidentiality agreements, easement disputes, as well as construction disputes. Her appellate practice includes briefing and argument before the Tenth Circuit Court of Appeals as well as in state courts. A key focus of Ms. Pratt's litigation practice is the management of complex discovery and electronic discovery matters. In the face of an ever expanding number of cases requiring the management of large volumes of data, Ms. Pratt works with our clients to develop and implement cost-effective solutions to collecting, analyzing, preserving, and producing relevant information.

Representative cases include achieving the entry of summary judgment on an excessive force claim against a police officer, dismissal of a First Amendment retaliation claim against a municipality, entry of an injunction prohibiting a building owner from violating the ADA and FHA which was upheld on appeal, and entry of summary judgment on a disability discrimination claim in favor of an employer, which was also upheld on appeal to the Tenth Circuit.

Ms. Pratt has spoken on a variety of topics, including the impact of antitrust laws on non-compete agreements, avoiding employment claims, how to successfully orient your new employees to your business, how to conduct a proper investigation and termination of an employee, and the impact of the legalization of marijuana on Colorado employers.

Practice Areas

Education

- J.D., Loyola University Chicago School of Law, 2002
- B.A., Political Science, Miami University Ohio, Magna Cum Laude, Phi Beta Kappa, 1998

Licensure

- Illinois, 2002
- Colorado, 2005
- Wyoming, 2014
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court, Northern District of Illinois
- U.S. District Court, District of Colorado
- U.S. District Court, District of Nebraska