HUSCH BLACKWELL



Rachel Kim-Walter

SENIOR ASSOCIATE

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OVERVIEW

Rachel defends and counsels employers in sensitive labor and employment matters.

Rachel represents employers facing Labor & Employment claims in state and federal courts and before administrative agencies such as the Equal Employment Opportunity Commission (EEOC) and the Missouri Commission on Human Rights (MCHR). Rachel defends clients large and small across industry sectors against allegations of discrimination, harassment and retaliation under state and federal statutes and regulations including:

- Title VII of the Civil Rights Act
- Age Discrimination in Employment Act (ADEA)
- Family and Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)
- Fair Labor Standards Act (FLSA)
- Missouri Human Rights Act (MHRA)

In addition to rigorous defense, Rachel also provides proactive compliance counseling and internal investigations to avoid or mitigate sensitive issues. Rachel understands that internal handbooks, policies and training can decrease exposure and create win-win work environments that not only have legal benefits, but may align with client business goals such as productivity or cost savings.

Industries

Education
Healthcare
Life Sciences

Services

eDiscovery Solutions
Employment Litigation Defense
HR Consultation & Training
Labor & Employment
Litigation & Alternative Dispute Resolution

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Prior to joining Husch Blackwell, Rachel was an associate at a national labor and employment firm, defending employers in all areas of employment litigation.

Experience

- Won summary judgment on behalf of manufacturing client who had terminated long-term employee due to continued violation of covid protocols after "last chance" agreement. Employee alleged termination based on age, race, and color. Summary judgment granted on all claims in Western District of Missouri.
- Secured summary judgment in Missouri state court on behalf of Kanakuk Ministries and its related entities in a high-stakes civil lawsuit.

Recognition

- *Best Lawyers: Ones to Watch® in America*
  - Labor and Employment Law - Employee, 2024-2027
  - Labor and Employment Law - Management, 2024-2027
  - Litigation - Labor and Employment, 2024-2027

Education

- J.D., University of Missouri School of Law
  - *Missouri Law Review*
  - ABA Labor and Employment Mock Trial Team
  - Entrepreneurship Legal Clinic
- B.A., University of Missouri
  - Political Science, Communication
  - with honors

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Admissions

- Missouri
- Illinois
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri
- U.S. District Court, District of Kansas



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