

Kari E. Gibson

Associate

Irvine

t: 949.798.2181

f: 949.851.0152

Email



Service Focus

- California Litigation and Appellate
- Consumer Privacy Team
- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials

Trending

- CCPA Resource Center

Overview

Kari's diverse practice includes litigating cases involving discrimination, harassment, whistleblower retaliation, wrongful discharge, unfair business practices, and wage and hour claims. She represents employers within various industries including aerospace, manufacturing, hospitality, automotive dealerships, memory care and acute care facilities, and multi-family housing. Kari has a wide range of litigation experience, focusing on single-plaintiff, PAGA, and class action litigation, and represents employers in both state and federal court as well as before state and federal agencies, such as the Equal Employment Opportunity Commission (EEOC) and the California Department of Fair Employment and Housing (DFEH).

In addition to litigation, Kari assists employers with complying with federal and state consumer/employee privacy requirements. Drawing on her experience as an owner of a fourth-generation family business, she advises clients on employment best practices and on drafting and implementing policies on issues such as leaves of absence, drug testing, confidentiality, anti-discrimination, and wage-and-hour compliance.

While in law school, Kari assisted a Los Angeles non-profit law firm with settling a class action national origin discrimination lawsuit by drafting the employer's language policy. She also served as a full-time extern to the Honorable Josephine Staton of the U.S. District Court, Central District of California, in Santa Ana.

Prior to entering the practice of law, Kari taught English at universities in California and Hawaii, with a research focus on workplace language policies. She also worked for several years in the entertainment industry, notably at a venerated music magazine and a multi-national film and television production studio.

Recent Experience

Experience

- Won a complete defense award after a two-week arbitration in a twelve-party case. Contract service providers sued client alleging breach of contract and client countersued for fraud. Arbitrator found in favor of client on all claims, denying plaintiffs any of the claimed damages which were in excess of \$40 million.
- Won a complete defense verdict against a former employee who alleged retaliation and wrongful termination after complaining about workplace business practices. After winning an order dismissing a leading PEO company from the case, we prevailed at arbitration on behalf of its customer, potentially saving more than \$600,000 in damages and attorney's fees.
- Argued issue of first impression before Orange County Superior Court Appellate Division panel and won case, setting legal precedent in county.
- Won remand from US District Court for client appealing decision of federal administrative agency.
- Litigated discharge of \$203,000 in federal student loans in bankruptcy adversary proceeding.

Credentials

Education

- J.D., 2013, with honors, University of Southern California, Gould School of Law
- M.A., 2004, with honors, University of Hawai'i at Mānoa
- B.A., 1992, cum laude, University of Southern California

Bar Admissions

- California
- Hawaii

Court Admissions

- U.S. Court of Appeals for the Ninth Circuit

- U.S. District Court for the Central District of California
- U.S. District Court for the District of Hawaii

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2022 - 2024)

Affiliations

Professional Activities

- Member, World Affairs Council of Orange County
- Member, ABA
- Member, Federal Bar Association
- Member, Orange County Bar Association
- Member, Orange County Women Lawyers Association

Community Activities

Kari annually presents at local schools for Constitution Day as part of the Constitutional Rights Foundation/Federal Bar Association.

She is especially proud to partner with Vitamin Angels, which provides dietary supplements to mothers and young children in impoverished communities around the world. She recently accompanied them to Peru, trekking into remote villages in the Andes to meet with women who had directly benefited from the in-kind donations made by her family company.

Insights

EVENT

09/13/23

California Anti-Harassment Virtual Trainings Option 1 - AB 1825 Supervisor Anti-Harassment Training

Kari E. Gibson, William T. Okamoto

[Read more →](#)

EVENT

Tuesday, March 21, 2023 – Wednesday, March 22, 2023

California Anti-Harassment Virtual Trainings Option 2

Kari E. Gibson, William T. Okamoto, Caroline S. Scala

[Read more →](#)

EVENT

03/21/23

California Anti-Harassment Virtual Trainings Option 1 - AB 1825 Supervisor Anti-Harassment Training

Kari E. Gibson, William T. Okamoto

[Read more →](#)

EVENT

Tuesday, October 11, 2022 – Wednesday, October 12, 2022

California Anti-Harassment Virtual Trainings Option 2

Kari E. Gibson

[Read more →](#)

EVENT

10/11/22

California Anti-Harassment Virtual Trainings Option 1 - AB 1825 Supervisor Anti-Harassment Training

Kari E. Gibson

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EVENT

03/16/22

California Anti-Harassment Trainings Option 1 - AB 1825 Supervisor Anti-Harassment Training

Kari E. Gibson

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EVENT

Wednesday, March 16, 2022 – Thursday, March 17, 2022

California Anti-Harassment Trainings Option 2

Kari E. Gibson, Gregory Blueford

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PUBLICATION

10/01/20

Service Animals, Emotional Support Animals, and Pets: Accommodation Rules and Best Practices

Kari E. Gibson

[Read more →](#)

NEWS

10/08/19

Fisher Phillips Adds Two Associates in Irvine

Lyle M. Chan, Kari E. Gibson

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