



Usama Kahf, CIPP/US

Partner

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Service Focus

- AI, Data, and Analytics
- Consumer Privacy Team
- Counseling and Advice
- Privacy and Cyber
- Employee Defection and Trade Secrets
- Data Protection and Cybersecurity
- California Class Actions and PAGA

Industry Focus

- Automotive Dealership
- Financial Services
- Hospitality
- Manufacturing
- PEO Advocacy and Protection
- Energy
- Staffing
- Non-Profit and Tax-Exempt Organizations

Trending

- U.S. Privacy Hub

Languages

- Arabic

Overview

Usama Kahf is a partner in Fisher Phillips' Irvine office, a Certified Information Privacy Professional (CIPP/US), and co-chair of the Privacy and Cyber Practice Group. His primary areas of practice are

(1) workplace privacy and data security, (2) employee defections, unfair competition, trade secret theft, and corporate espionage, and (3) artificial intelligence.

As co-leader of the firm's Consumer Privacy Team, Usama advises clients on compliance with state consumer privacy laws, including the California Consumer Privacy Act (CCPA), and the California Invasion of Privacy Act. He regularly conducts trainings and publishes articles relating to consumer and employee privacy and data security.

Usama's privacy law experience includes:

- Helping clients achieve full compliance with the CCPA, both as to consumer and employee data.
- Data breach and ransomware triage and response, including advice on compliance with data breach notification laws, drafting data breach notices, and managing company's reporting to law enforcement and government agencies such as attorneys general offices.
- Providing privacy & data security training to managers.
- Defending against invasion of privacy claims, including wiretapping claims based on a website's collection and disclosure of data through cookies, pixels, and other tracking technology.
- Prosecuting litigation against individuals suspected of stealing private information of employees, clients, consumers, and patients, including seeking TRO.
- Advising clients on preventive measures, including, for example, security best practices and vendor contract negotiation/management.

In the trade secrets arena, Usama has helped employers obtain TROs and Preliminary Injunctions against former employees and competitors to prevent unauthorized use and disclosure of confidential information, secure the return of stolen intellectual property, and stop further solicitation of customers through use of trade secrets. While in most employment matters where employees file claims, employers find themselves having to spend significant resources even if they had done nothing wrong, Usama does his part to fight back against the bad apple employees who steal from the hand that feeds them. Usama's clients have been able to recover millions of dollars in damages they suffered from unfair competition and misappropriation of trade secrets. When employees cross the line and breach their legal and contractual obligations to their employer, clients count on Usama to help make them whole. He also works on drafting restrictive covenant agreements (non-disclosure, non-solicitation, non-compete, inventions assignment) for employers in all US jurisdictions and advises on implementation and enforceability of these agreements.

On the cutting edge is Usama's involvement in the cross-disciplinary field of artificial intelligence, advising clients on use of AI tools in the workplace for employment-related purposes, reviewing contracts with AI vendors, and assessing implications of the use of AI on privacy, data security, and fair employment practices.

He has also been selected for inclusion in *Southern California Super Lawyers* - "Rising Stars" from 2013 to 2023.

From January 2015 through December 2020, Usama served on the Board of Directors of The Nonprofit Partnership (TNP), a management support organization that serves the nonprofit sector in the greater Long Beach area by providing nonprofits with capacity building resources, training for board directors and officers, and consulting services. He was President of the Board of TNP for 2019-2020.

Before joining Fisher Phillips, Usama practiced employment law at the Los Angeles office of a major international law firm, where he worked with private schools and colleges, public school districts, a major airline, a large staffing company, a specialty grocery store chain, and a large privately held cosmetics company.

While in law school, Usama served as an extern for the Honorable Judge John Shepard Wiley, Jr., Los Angeles Superior Court, and as a litigation extern for the Housing Rights Center.

He also served as a note and comment editor of the *Loyola of Los Angeles Law Review* and as managing editor of the *Los Angeles Public Interest Law Journal*.

Prior to law school, Usama was a full-time lecturer for one year at California State University, Long Beach, where he taught public speaking and other communication classes and was the Assistant Director of the speech and debate team.

On most weekends, you might spot Usama on a longboard surfing at an Orange County beach.

Credentials

Education

- J.D., 2009, Loyola Marymount University, Loyola Law School
- M.A., 2005, California State University, Long Beach
- B.S., 2003, California State University, Long Beach

Bar Admissions

- California

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 Northern District of California

- U.S. District Court for the Southern District of California
- U.S. District Court for the Eastern District of Michigan

Recognitions

- Listed in *Southern California Super Lawyers – Rising Stars* (2013-2023)
- Listed in *Southern California Super Lawyers – Up-And-Coming 25 Orange County* (2021)

Affiliations

Professional Activities

- Member, American Bar Association
- Member, Arab American Lawyers Association of Southern California
- 2015-2020: Member, Board of Directors, The Nonprofit Partnership (Long Beach, CA), President of the Board, 2019-2020

Insights

PUBLICATION

04/23/25

Republished Insight: California's Latest Privacy Push: The Location Tracking Crackdown Businesses Can't Ignore

Risa B. Boerner, Usama Kahf, Chelsea Viola

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INSIGHTS

04/22/25

California Court Rejects Attempt to Expand Third-Party Eavesdropping Claims to Internet Communications: How Your Business Can Mitigate Risk

Catherine M. Contino, Usama Kahf

[Read more →](#)

PUBLICATION

04/14/25

Fisher Phillips Attorneys Pen Article Detailing 5 Steps to Reduce Risk for CCPA Enforcement

Darcey M. Groden, Usama Kahf, Chelsea Viola

[Read more →](#)

NEWS

04/09/25

Co-Chair of Privacy and Cyber Practice Discusses Recent California Privacy Ruling

Usama Kahf

[Read more →](#)

INSIGHTS

04/03/25

California Regulators Adopt New Discrimination Rules For Automated-Decision Systems: 3 Steps for Employers Using AI in the Workplace

Benjamin M. Ebbink, Usama Kahf, Anne Yarovoy Khan

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NEWS

04/02/25

Republished Insight: 7 Best Privacy Practices for Employers When Using Geolocation Tools to Track Workers

Kate Dedenbach, Usama Kahf

[Read more →](#)

NEWS

04/02/25

Republished Insight: Digital Wiretapping Litigation: Top 5 Surprising Takeaways

Kate Dedenbach, Usama Kahf

[Read more →](#)

INSIGHTS

04/01/25

California Lawmakers Want to Ban “Ghost” Job Postings: What Your Business Needs to Know About this Controversial Practice

Collin D. Cook, Benjamin M. Ebbink, Usama Kahf

[Read more →](#)

INSIGHTS

04/01/25

California Probe Targets Location Data Industry: 5 Steps to Keep Your Business Off the CCPA Enforcement Radar

Darcey M. Groden, Usama Kahf, Chelsea Viola

[Read more →](#)

INSIGHTS

04/01/25

Consumer Privacy Complaints Pouring in From Oregonians: How Your Business Can Avoid Top Compliance Issues Noted by State’s A.G.

Darcey M. Groden, Usama Kahf, Rachel Song

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