



## KEVIN S. SIMON

Partner

Chicago / Irvine

312.346.8061

312.346.3179

### Service Focus

- Class and Collective Actions
- Employment Discrimination and Harassment
- Litigation and Trials
- Privacy and Cyber

### Industry Focus

- Energy
- Hospitality

## OVERVIEW

Kevin Simon helps employers formulate practical solutions and secure favorable outcomes in court and the workplace. Kevin has defended employers in more than a thousand employment discrimination, harassment, retaliation and wrongful termination claims in state and federal courts, administrative tribunals, mediations and arbitrations. Kevin also provides advice and strategic guidance to clients on a wide array of human resources topics and issues—always with an emphasis on instituting best practices and efficiently managing litigation risks. Having served for several years as a prosecutor, Kevin offers employers particular insight when assisting with workplace investigations, including those involving “Me Too” allegations as well as possible criminal conduct such as theft, stalking, harassment,

battery and sexual assault. Kevin frequently conducts management training and lectures on emerging employment topics.

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## Recent Experience

- Defeated numerous individual and multi-plaintiff actions, filed by the Equal Employment Opportunity Commission and private parties involving allegations of systemic, class or pattern and practice discrimination.
  - Successfully defended several individual and class action claims under the Illinois Biometric Information Privacy Act ("BIPA"), the Fair Credit Reporting Act ("FCRA") and the Employee Retirement Income Security Act ("ERISA").
  - Served as lead trial and appellate counsel for companies, not-for-profit organizations, law firms, sports teams, private clubs and their executives in high-stakes litigation often involving accusations of harassment, discriminatory services and criminal conduct.
  - Prosecuted and defended litigation involving restrictive covenants, unfair competition, misappropriation of trade secrets, breach of fiduciary duty, fraud and breach of contract disputes.
  - [Summary Judgment Won in Seven Plaintiff Race Discrimination Case](#)
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## Credentials

### Education

- University of California, Hastings College of the Law, J.D., 1992
- College of the Holy Cross, B.A., cum laude, Phi Beta Kappa, 1989

### Bar Admissions

- California
- Illinois

# INSIGHTS

**Insights**

**Jul 6, 2021**

June 2021: The Top 19 Labor And Employment Law Stories

**Insights**

**Jun 28, 2021**

Supreme Court Reins in Out-Of-Control Class Actions: Technical Statutory Violations Insufficient to Confer Class Members' Standing

**News**

**Oct 19, 2015**

'Ban-the-Box' Legislation Clears Senate Committee Unanimously

**News**

**Aug 28, 2015**

Why Checking a Potential Employee's Background is Legally Tricky