



Kyle P. O'Malley

Associate

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Kyle advocates for employers in a broad spectrum of workplace disputes. He represents clients in both state and federal courts, as well as before administrative agencies, and has extensive experience handling trials and appeals in employment-related matters, including:

- Discrimination
- Harassment and hostile work environment
- Whistleblower and other forms of retaliation
- Wage and hour disputes, including PAGA claims
- Third-party agency liability
- Workplace violence

In addition to litigation, Kyle provides strategic counsel and services to employers on a wide range of workplace issues, including:

- Internal workplace investigations
- Consulting on employee discipline
- Development and enforcement of employment policies and employee handbooks
- Advising on compliance with complex state and local employment laws and regulations

Services

- Labor & Employment

Before Fox Rothschild

Kyle joined us from a boutique San Francisco-based law firm, where he represented clients in trial and on appeal in employment, entertainment and commercial disputes, including class actions. Kyle's previous experience representing workers in high-stakes class and individual employment disputes — including in a unanimous victory before the California Supreme Court — gives him valuable insight into the litigation strategies used by plaintiffs' attorneys.

During law school, he interned and clerked at several California law firms. Kyle earned the Earle K. Shaw Labor Relations Award from the University of Virginia School of Law, where he was a Senior Legal Writing Fellow and served on the editorial board for the *Journal of Law & Politics*.

Beyond Fox Rothschild

Kyle is an adjunct professor of law at the University of California College of the Law, San Francisco.

From 2022-2023 he served on the Oakland Mayor's Commission on Persons with Disabilities.

Kyle is an alumnus and associate of the Telluride Association.

Bar Admissions

- California

Court Admissions

- U.S. Court of Appeals, Ninth Circuit
- U.S. District Court, Central District of California
- U.S. District Court, Eastern District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Southern District of California

Education

- University of Virginia School of Law (J.D.)
- Stanford University (B.A.)
 - J.E. Wallace Sterling Award Recipient

Memberships

- California Lawyers Association
 - Diversity, Equity, & Inclusion Committee Member
 - Labor & Employment Section
 - Litigation Section
- Bar Association of San Francisco
 - Labor & Employment Law Section (Barristers Executive Committee Chairperson)
 - Appellate Law Section
 - Litigation Section
 - LGBT Equality Committee
- Society for Human Resource Management (SHRM)
- Golden Gate Restaurant Association