



**Kayla E. Platt Rady**

## Associate

### TALLAHASSEE OFFICE

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## Profile

Kayla Platt Rady practices in the areas of employment, governmental and administrative law, and casualty litigation.

She represents employers in the private and public sectors in matters involving employment and labor issues. Kayla litigates claims arising from the employment relationship, including representing employers in judicial and administrative proceedings before the Equal Employment Opportunity Commission (EEOC) and the Florida Commission on Human Relations (FCHR.) Kayla defends state and local government agencies, officers, and employees (including municipalities, counties, school boards, police departments, and sheriff's offices) against claims of employment discrimination and retaliation such as religion, national origin, race, gender, age, and political patronage, asserted under Title VII of the Civil Rights Act of 1964; Chapter 760, Florida Statutes; Section 1983 of the Civil Rights Act of 1871; the American Disabilities Act (ADA); and the Age Discrimination in Employment Act (ADEA.)

Kayla also represents clients in constitutional and casualty litigation in the private and public sector. She defends public and private clients against personal injury cases, including general negligence; negligent hiring, supervision/retention, and training; automobile accidents; tortious interference with business relationships; assaults and batteries; improper use of force; false arrests; and malicious prosecutions. Kayla's constitutional experience includes defending public and private clients against alleged violations of the Due Process and Equal Protection Clauses of the Fifth and Fourteenth Amendment; Free Exercise and Establishment Clause of the First Amendment; Reasonable Searches and Seizures Clause under the Fourth Amendment; and Cruel and Unusual Punishment Clause under the Eighth Amendment. Because she represents clients in the public sector, Kayla is also experienced with qualified and sovereign immunities.

## Details

### ENGAGEMENT

#### PROFESSIONAL

- The William H. Stafford American Inn of Court

### CREDENTIALS

#### EDUCATION

Florida State University College of Law – J.D., cum laude, 2015

- Dean's List
- Book Award in Estate Planning and in Legal Writing & Research
- Outstanding Articles & Note Editor Award
- Outstanding Performance in Civil-Pretrial Practice Award
- Articles & Notes Editor for Journal of Land Use & Environmental Law
- Guardian Ad Litem Volunteer
- Youth Soccer Coach Volunteer
- Law School Intramural Soccer & Flag Football Member and Captain

University of Florida – B.A. in English, Minor in Spanish, cum laude, 2011

- Dean's List

#### BAR ADMISSIONS

- Florida – 2015

#### COURT ADMISSIONS

- U.S. District Court of Florida (Middle, Northern)
- U.S. Court of Appeals (11th Circuit)

#### AWARDS & HONORS

- Listed in Best Lawyers in America, "Ones to Watch" for Labor and Employment Law - Management and Personal Injury Litigation - Defendants, 2024, 2025

#### ARTICLES & PRESENTATIONS

- Panelist, "The FLSA: 86 Years Young," Wage and Hour Committee and Labor and Employment Law Section of the Florida Bar CLE, October 2024
- Co-presenter, "Employment Law Roundup" Society for Human Resource Management (SHRM), Big Bend Chapter, HR Tallahassee, May 2024
- Author, "Stop Woke Act Stopped by the Eleventh Circuit Court of Appeals...For Now," March 2024
- Co-author, "2024 Proposed Bills Affecting Florida Public and Private Employers," February 2024
- Author, "Is Separate Equal for Public School Sports?" March 2023
- Author, "Employers Beware: Highly Compensated Employees Could Be Entitled To Overtime," March 2023
- Author, "In the Case of Public School Bathrooms: Separate Is Equal," January 2023
- Author, "Stranger Things Are Going On: Federal Judge Pulls Florida from First Amendment "Upside Down," August 2022
- Co-presenter, "Employment Law Update," HR Tallahassee Conference: The Great Recovery hosted by SHRM Big Bend, May 2022
- Author, "Florida Still Strongly Favors Employer's Non-Compete Agreements," April 2022
- Author, "Florida Legislature Proposes Bill Banning Transgender School/College Athletes From Girls' & Women's Sports," April 2021
- Author, "Biden Expected to Approve American Rescue Plan Act within Next 72 Hours," March 2021
- Author, "Student-Athlete's Signed Released Insulates School Boards From Personal Injury Claims," March 2021
- Co-Author, "Florida Limits Amount of Recovery in Mass Shootings," Florida Bar Education Law Journal, Volume 2, Issue 3, Fall 2020
- Author, "Florida Limits Amount of Recovery in Mass Shootings," September 2020
- Author, "SCOTUS Rules LGBTQ Workers are Protected under Title VII of the Civil Rights Act," Daily Business Review, June 18, 2020
- Author, "SCOTUS Has Ruled: Federal Civil Rights Law Protects LGBTQ in the Workplace," June 2020
- Co-Author, "COVID-19: The Paycheck Protection Program Q & A," April 2020
- Co-Presenter, "Families First Coronavirus Response Act – Important Information for Employers," Florida Association of District School Superintendents, March 26, 2020
- Co-Presenter, "Families First Coronavirus Response Act – Important Information for Employers," North East Florida Educational Consortium, March 24, 2020
- Co-Author, "The Coronavirus Stimulus Bill—What is the Impact on Employers and Businesses?" March 2020
- Author, "President Approves Last Minute Paid Sick Leave Bill Proposed During COVID-19 Pandemic," March 25, 2020
- Author, "Lawmakers Propose Last Minute Bill Providing Paid Sick Leave During COVID-19 Outbreak," March 16, 2020
- Author, "Florida Makes It Easier to Appeal Non-Final Orders Denying State Immunity," January 29, 2020

- Author, "The Circuit Court Showdown: Will SCOTUS Say Yay or Nay Under Title VII to LGBT Workplace Discrimination?" January 17, 2020
- Co-Author, "Relief for Employers Arrived When High Court Closed Door on Class Arbitration," Daily Business Review, May 6, 2019

#### **LANGUAGES**

- Spanish