



Associate, Atlanta

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Kaya Grace Porter is an associate in the Atlanta, Georgia, office of Jackson Lewis P.C. Her goal is to be a strategic partner in all aspects of workplace management to ensure her clients can focus on driving their businesses effectively and successfully.

A key focus of Kaya's practice involves providing national and multistate compliance advice to employers of all types and sizes. She helps clients stay current in an ever-changing legal landscape by assessing and drafting customized employment policies and procedures for handbooks and manuals. Kaya works to understand her clients' businesses, company stakeholders, and ultimately, the values and goals of the organization. She is more than a legal advocate; she is a thoughtful relationship partner seeking to help her clients feel confident about pursuing their particular business objectives while knowing they are adhering to employment law.

In addition to employment policy drafting, advice and counsel, Kaya maintains a robust employment litigation practice. She regularly defends employers against claims of discrimination, harassment, and retaliation before federal and state courts and administrative agencies. With a results-oriented focus, Kaya strategically drives cases concerning Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Fair Labor Standards Act as well. She is likewise experienced in conducting workplace investigations.

Kaya began her career as an attorney at a Tennessee, general civil litigation law firm where she defended clients in education law, employment law, premises liability, and products liability matters. She actively maintains her Tennessee license along with her Georgia license. Prior to joining Jackson Lewis, Kaya narrowed her focus to employment law at an international labor and employment law firm.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Education Law" (2021-present)
- Nashville Bar Association, Two-time recipient of the President's Award (2018 & 2019)
- Nashville Emerging Leaders, Class of 2020
- Nashville's Top 30 under 30, Honoree (2019)
- Tennessee Super Lawyers®, "Tennessee Rising Star" (2019-present)

## Pro Bono and Community Involvement

- Alpha Kappa Alpha Sorority, Incorporated (2010 – present)

## Speaking Engagements

- "The Pregnant Workers Fairness Act," Atlanta Bar Association, (Atlanta, GA, February 2024) (Presenter)
- "What's New and What's Now: Workplace Advocacy in A.C.T.I.O.N.," Tennessee Bar Association (Nashville, Tennessee, November 2023) (Presenter)

## Practices

- Disability, Leave and Health Management

## Education

- University of Tennessee College of Law, J.D. 2016
- University of Georgia, B.A. 2013

## Admitted to Practice

- Georgia - M.D. Ga. 2024
- Georgia - N.D. Ga. 2024
- Georgia 2022
- Tennessee - W.D. Tenn. 2021
- Tennessee - M.D. Tenn. 2017
- Tennessee - E.D. Tenn. 2017
- Tennessee 2016

