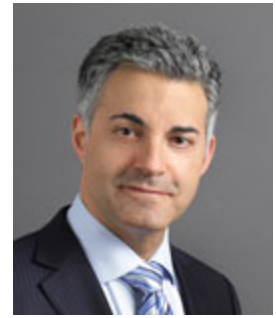




# Hirschfeld Kraemer

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## Glen Kraemer

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### Contact Information

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### Practices

- Anti-Harassment/Abusive Conduct Prevention Training (also available in Spanish)
- Employee Relations & Wage/Hour Counseling
- Employment Litigation (Discrimination/Harassment)
- Higher Education Law
- Internal Investigations Services & Training
- Managing Within the Law Leadership Training
- Title IX Compliance & Investigator Training
- Trade Secrets/Unfair Competition Litigation
- Traditional Labor Services (Organizing/Bargaining)
- Workplace Violence Assessment & Response Counseling & Training

*“My professional passion is ensuring our clients have immediate access to the finest employment and higher education law knowledge and experience so they can meet – and exceed – their organizational goals.”*

*“Whatever the industry context – private or public, higher education or for-profit manufacturer – understanding best practices provides a foundation for attracting and maintaining the best talent while creating top-of-market products and services. Through the creation of client teams, we strive to understand the vocabulary that is unique to your enterprise; with reference to financial, strategic,*



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*short and long-term goals, we work with you to learn how you define success, and we partner with you throughout the work to meet that goal.”*

Glen Kraemer, one of the founding partners and co-manager of Hirschfeld Kraemer, resides in the firm’s Santa Monica office. His practice encompasses essential personnel law compliance concerns, including discrimination, harassment and wrongful termination issues, disability accommodation, protected leaves, wage/hour concerns, and corrective counseling, discipline and termination practices. In addition, Glen has significant experience associated with restrictive covenant, trade secret and unfair business practices counseling and litigation.

Whether it is overseeing internal investigations involving high-level executive concerns, counseling on a particularly sensitive termination, or responding to regulatory mandates for institution-wide training programs, employers rely on Glen for solving the most difficult and sensitive issues. Glen’s focus on working with higher education institutions highlights this reliance; he currently serves as outside general counsel for colleges and universities, helping them with the entire spectrum of student affairs, faculty and staff issues. He has extensive experience in advising on Title IX sexual misconduct prevention, investigation and hearing protocols, tenure and promotional review concerns, and student disability accommodations. “I particularly enjoy the energy and optimism of the college campus environment. Partnering with my education clients as they address the challenges and opportunities associated with their mission puts me on the front lines of universally important legal, social and political considerations. I find that work uniquely fulfilling.”

Of tremendous importance to Glen’s clients is his nationally recognized compliance work in three critical areas: (1) the creation and delivery of internal “best practices” management training programs, including internal investigations training programs and sexual harassment prevention seminars in compliance with state law requirements, (2) workplace bullying prevention counseling and education, and (3) workplace violence prevention training, assessment, and incident management.

He has devoted extensive professional and personal energy toward establishing and educating institution-wide workplace violence prevention teams for domestic and global organizations. Glen states that this passion for helping companies in this increasingly challenging area began over 20 years ago: “I recognized an understanding of personnel law and best practice associated with investigations, discipline and disability accommodation considerations would be essential to the required multidisciplinary approach, working alongside organizational leaders and mental health and security professionals.” His most meaningful professional experiences emanate from campus and workplace violence prevention: “I have been called in to respond to the need for legal oversight associated with forensic investigation and trauma response following a multiple workplace homicide – powerful, emotional, and vital work. But my most fulfilling professional experiences involve identification and assistance related to a ‘troubled’ employee, before they evolve into ‘troubling.’ It’s all about cultivating knowledgeable leaders, say Glen. “Employers who have empowered their management to understand the interplay of informed compassion with performance accountability are most successful in creating a culture of excellence while ensuring a safe and productive work environment.”



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Glen's dedication to client education through compliance training has garnered him a national reputation for delivery of Hirschfeld Kraemer's proprietary seminars. His speaking style is passionate, entertaining and inspirational; he has earned a "Top Speaker" designation for every seminar he has presented at ten SHRM Annual Conferences, has served as the keynote speaker on equal employment opportunity law at 19 PIHRA Annual Legal Update conferences.

Glen's dedication and professionalism have garnered the attention of Chambers USA, which ranked Glen in Labor & Employment Law – California for eight consecutive years (2017-2024). Additionally, he has been named a Southern California Super Lawyer in Labor & Employment for 20 consecutive years (2005-2024). In 2011 Glen was named a "Top Labor & Employment Lawyer" by the Los Angeles and San Francisco Daily Journals.

Glen's outside interests focus on children – definitely his three, but many others as well. "The welfare of at-risk children and families has motivated my extracurricular efforts over the last 30 years," he says. He served as first Chairperson of the OUR HOUSE Grief Support Center Board of Directors, in addition to over two decades of involvement as a volunteer Big Brother and with the governance of Jewish Big Brothers Big Sisters of Los Angeles. Currently Glen serves on the New Roads School Board of Trustees.

## Education

J.D., University of California Los Angeles School of Law, 1987

B.A., Claremont McKenna College, 1984, cum laude

## Recognitions

Named to Best Lawyers in America® for Employment Law Management, 2023, 2024

Ranked by Chambers and Partners USA in Labor & Employment Law – California, 2017 – 2024

Named to Lawdragon's 500 Leading U.S. Corporate Employment Lawyers, 2020 – 2025

Elected to Fellows of the American Bar Foundation (global legal honor society), 2019

Named a "Preferred Speaker" by the Association of Legal Administrators, 2019

National Law Journal, Elite Boutique Trailblazer Award, 2018

"Top Speakers" Designation 2019, 2018, 2017, 2016, 2015, 2013, 2012, 2011, 2010, and 2009, SHRM Annual Conferences

Named by fellow members of State Bar as Southern California Super Lawyer in Labor and Employment for 19 consecutive years – 2005-2024

Selected as Keynote Speaker at annual Legal Update Conference by Professionals in Human Resources Association (PIHRA) for 19 years concerning Equal Employment Opportunity Law

Named to the Los Angeles and San Francisco Daily Journal's 2011 Annual "Top Labor & Employment Lawyers" list



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## **Admissions**

California

U.S. District Court, Central, Northern, Eastern, and Southern Districts of California

U.S. Court of Appeals, 9th Circuit

Supreme Court of the United States

## **Associations**

Association of Threat Assessment Professionals (ATAP), Los Angeles Chapter (member)

National Association of College and University Attorneys (member)

Founder's Award Recipient, Our House Grief Support Center 20th Anniversary Gala

Advisory Board, "Our House" Grief Support Center

Member, New Roads School Board of Trustees

The Fellows of the American Bar Foundation

## **Matters**

Served as neutral investigator for major municipality concerning discrimination/harassment complaints made against elected officials

Successfully obtained extensive injunctive relief for a national brokerage in enforcing non-solicitation covenants against departed financial professionals

Successful representation of international hotel developer and management company concerning claims of discrimination, harassment and wage/hour violations

Design and implementation of workplace violence prevention team for unified school district

Investigator hired by appointed commissioners of international airport concerning collusion claims brought against senior executive relating to capital improvement project

Delivered 70 sexual harassment prevention seminars to management and non-supervisory staff over a four month period for major entertainment conglomerate