Holland & Hart



PRACTICES

Business Litigation
Employment Litigation
Employment and Labor
Wage and Hour
Intellectual Property Litigation
Discrimination and Harassment
Trade Secrets and Non-Competes

INDUSTRIES

Healthcare

EDUCATION

University of Utah S.J. Quinney College of Law, J.D., 2019
Utah Law Review, Executive Social Justice Editor

Kaplan University, B.S., 2008
cum laude

BAR ADMISSIONS

Utah

Kody Condos

Partner

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Kody provides clients with a pragmatic roadmap for avoiding and managing business and employment disputes from the investigation stage through trial.

Kody's experience includes a range of employment disputes, complex civil litigation, shareholder and partnership disputes, non-compete litigation, and other commercial disputes. She also defends employers during government investigations and before administrative agencies such as the EEOC, UALD, state labor commissions, the Department of Industrial Relations, the Department of Labor, and the National Labor Relations Board. Kody provides valuable insight, counseling, and training to human resources and in-house legal teams on employment matters.

Kody's approach is designed to help employers avoid disputes by remaining compliant with employment laws and regulations and ensuring in-house teams have the training and assistance they need to comply with the myriad of state and federal laws.

Before joining Holland & Hart, Kody practiced at the Salt Lake office of Clyde Snow. During law school, Kody served as a judicial intern for Utah Supreme Court Justice John A. Pearce and as a law clerk at the Utah Office of the Attorney General, Litigation Division.

EXPERIENCE

Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Employment / Severance Agreements
- Employee Misconduct

- Hiring, Discipline, Performance Evaluations, and Terminations
- Internal Investigations
- Government Investigations
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security
- Unfair Competition
- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement
- Reductions in Force

Union Issues

- Unfair Labor Practice Charges (ULPs)

Wage and Hour Compliance

- Audits
- Employee Classification
- Policies and Procedures
- Response to Government Investigations

CLIENT RESULTS

Conducted thorough internal investigations for companies experiencing complaints related to harassment, discrimination, and retaliation

Assisted with various governmental investigations including by the Department of Labor and National Labor Relations Board

Protected the interests of a large construction company against sexual harassment claims in federal court

Obtained numerous no-cause rulings from the Utah Anti-Discrimination and Labor Commission and the U.S. Equal Employment Opportunity Commission for clients in diverse industries, including the technology, construction, hospitality, and food services industries

PUBLICATIONS

"A Tale of Two Rulings: This Week's Conflicting Decisions on the Pregnant Workers Fairness Act," *Employment Law Update*, June 18, 2024

"NLRB Changes the Game for Confidentiality Provisions in Severance Agreements," *Holland & Hart Client Alert*, February 23, 2023

BLOG POSTS

"The Pregnant Workers Fairness Act aka the EEOC's New Baby," *Employers' Lawyers Blog*, June 04, 2024

"Does Your Business Properly Classify Independent Contractors? DOL Publishes Final Rule on Worker Classification," *Employers' Lawyers Blog*, January 16, 2024

SPEAKING ENGAGEMENTS

"Panel: Sexual Harassment," Moderator, *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Panel: FLSA, Wage and Hour, Misclassification," Panelist, *2026 Holland & Hart Utah Employment Law Seminar*, May 6, 2026

"Panel: The "Bermuda Triangle" – Understanding FMLA/ADA/PWFA," Panelist, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Legal Developments for 2025: Part 4," Co-Presenter, *Holland & Hart 2025 Employment Law Seminar*, April 23, 2025

"Navigating the Employee Relationship - Hiring, Firing, and Everything In-Between," *Corporate Counsel Summer Seminar*, June 13, 2024

"Legal Developments in 2024," *Holland & Hart 2024 Utah Employment Law Seminar*, April 11, 2024

"Utah Employment Law Update," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

RECOGNITION

- Mountain States Super Lawyers® Rising Stars, Business Litigation, 2024-2026
- *Best Lawyers: Ones to Watch® in America*, Trusts and Estates, 2026; Commercial Litigation, 2025-2027; Labor and Employment Law - Management, 2022-2027; Litigation - Labor and Employment, 2025-2027; Natural Resources Law, 2023-2027
- Federal Bar Association – Utah Chapter, Pro Bono Service Award, 2022
- *Utah Business Magazine*, Utah Legal Elite, Civil Litigation, 2022