



Catherine A. Karczmarczyk

Associate

Johnson City (Tri-Cities) | 423.975.7636 | ckarczmarczyk@bakerdonelson.com

Catherine "Catie" Karczmarczyk focuses her practice on advising clients on employment, fair housing, and accessibility issues and routinely defends them in disputes in federal, state, and administrative courts.

Catie focuses her practice on employment and fair housing matters. An experienced litigator, she routinely represents clients in federal, state, and administrative courts in cases involving the Fair Housing Act, Americans with Disabilities Act, Family and Medical Leave Act, Fair Labor Standards Act, National Labor Relations Act, and Title VII. Catie has successfully obtained numerous dismissals for clients before the EEOC, NLRB, HUD, and state agencies across the country.

In addition to her litigation practice, Catie also provides clients with day-to-day advice and counseling. She excels at providing practical guidance to clients with the goal of avoiding litigation. In her employment practice, this includes working with employers to modify employment policies and practices, conducting workplace investigations, and offering up-to-date discrimination and harassment training. She also has extensive experience preparing employment agreements, separation agreements, affirmative action plans, and workplace policies and procedures.

Catie also advises clients on accessibility compliance with the Americans with Disabilities Act, the Fair Housing Act, and state and local building codes. She regularly counsels clients on the accessibility of their projects, facilities, websites, and services. Additionally, she conducts drawing plan reviews for new multi-family projects to ensure accessibility compliance throughout all phases of design and construction.

Representative Matters

- Obtained a dismissal for a manufacturing client in a FMLA retaliation suit, affirmed by the U.S. Court of Appeals for the Eighth Circuit.
- Represented an employer in a federal class action lawsuit involving FLSA.
- Attained a nonsuit against an electric utility client after successfully establishing its lack of negligence through deposition testimony and subpoenaed documents.
- Achieved a dismissal at the summary judgment stage for a food and beverage client in an age discrimination claim.
- Counseled clients across a range of industries through COVID-19 workplace issues, including compliance with the Families First Coronavirus Response Act, the ADA, and other laws.
- Drafted an affirmative action plan, prepared EEO-1 reports, counseled on categorization of employees, conducted a utilization analysis, and prepared an availability factor computation for a coal company.

Professional Honors & Activities

- Member – Virginia Bar Association
- Member – Virginia State Bar
- Member – Bristol Bar Association
- Member – Tennessee Bar Association
- Member – American Bar Association
- Member – Society for Human Resource Management



Publications

- "Workplace Discrimination Lawsuits: Juries Won't Blame AI, They'll Blame You," republished April 12, 2023, in *Westlaw* (March 2023)



Speaking Engagements

- "Neurodiversity in the Workplace: Legal Considerations and Business Strategies," 27th Annual Urgent Legal Issues for the Modern Business (April 2025)



Education

- George Washington University Law School, J.D., 2014, with honors
- University of Tennessee, B.A., 2010, summa cum laude



Admissions

- Tennessee, 2014
- Virginia, 2015
- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Western District of Tennessee
- U.S. District Court for the Eastern District of Virginia
- U.S. District Court for the Western District of Virginia
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Tenth Circuit