

Kiley M. Belliveau

Partner

T. 617.951.2087 Office: Boston

E. kbelliveau@peabodyarnold.com



Practices

COVID-19 Task Force
Employment Law and
Litigation

Bar Admissions

Commonwealth of
Massachusetts
United States Court of Appeals
for the First Circuit
United States District Court for
the District of Massachusetts

Education

Suffolk University Law
School, *cum laude*, 2004
(Member, Moot Court Honor
Board; Note Editor, *Journal of
Trial and Appellate Advocacy*)
College of the Holy Cross, *cum
laude*, 2001

Clerkships

Massachusetts Superior Court,
2004-2005

Overview

Kiley is a well-rounded employment litigator and counselor who clients rely upon to provide thoughtful, practical solutions to complex legal problems.

As a litigator, Kiley defends employers and managers in a wide range of actions before the state and federal courts, as well as administrative agencies such as the Massachusetts Commission Against Discrimination (MCAD) and the Equal Employment Opportunity Commission (EEOC). She represents organizations large and small, including hospitals, educational institutions, corporations, non-profit agencies, and municipalities. Through diligent, detail-oriented legal analysis and strategy, Kiley has obtained favorable outcomes for her clients through alternative dispute resolution, dispositive motion practice, at trial, and on appeal.

As a counselor, Kiley advises employers on the full range of compliance and risk management issues that arise out of the employment relationship. Kiley enjoys working with her clients to develop policies and practices that achieve their business objectives while complying with applicable law. A graduate of the MCAD's Certified Train-the-Trainer Courses for Equal Employment Opportunity Professionals, Kiley offers employee and management training on a variety of employment law topics.

Kiley draws upon her litigation and counseling experience when retained as outside counsel to conduct workplace assessments and investigations of employee complaints, including complaints of discrimination, retaliation, and harassment.

Affiliations

- Boston Bar Association
- Massachusetts Bar Association
- Women's Bar Association
- Defense Research Institute

- Massachusetts Defense Lawyers Association

Articles & Seminars

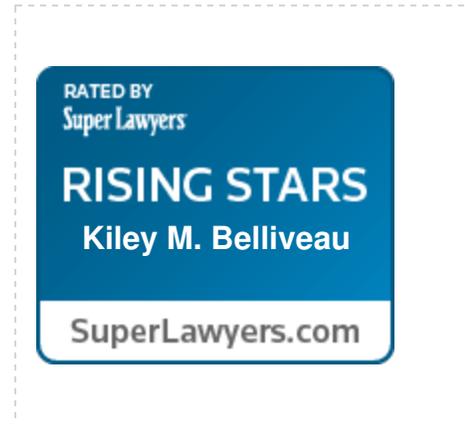
- Co-Author, Busting the Black Box: Big Data, Employment, and Privacy, 84 Defense Counsel Journal, No. 3 (July 2017). The full article is available [here](#).

Representative Cases

- *Nina Shervin, M.D. v. Partners HealthCare System, Inc., et al.*, 804 F.3d 23 (1st 2015) (affirming judgment entered on behalf of orthopedic residency director after six-week jury trial of plaintiff's gender discrimination, retaliation, and tort claims).
- *Same-Suffie Dumeus v. Newton-Wellesley Hospital*, No. 2012-4633 (Middlesex Super. June 8, 2015) (defense verdict on national origin discrimination, hostile work environment, retaliation claims). This jury verdict was affirmed on appeal, 92 Mass. App. Ct. 1103 (Mass. App. 2017).
- *Jeffrey Santos v. City of Fall River et. al.*, 942 F.Supp.2d 178 (D. Mass. 2013) (summary judgment for defendants on political affiliation claim of agency executive director and on claim for breach of contract where employment agreement was deemed void as a matter of public policy).
- Represented client on appeal in which First Circuit affirmed the lower court's dismissal of former employee's claims.
- Obtained dismissal of former employee's claims against hospital for sexual harassment, retaliation, and disability discrimination under Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act.
- Obtained summary judgment for hospital and individual defendants in federal court action alleging national origin and age discrimination; retaliation under the Family and Medical Leave Act; and various torts, including defamation.
- Obtained summary judgment for hospital on former employee's claims under the Family and Medical Leave Act in federal District Court.
- Obtained dismissal of former employee's tort claims against hospital and supervisors in Essex Superior Court.
- Obtained dismissal of student's breach of contract claims against law school in Suffolk Superior Court.
- Routinely obtains dismissal of administrative charges pending before the MCAD and EEOC for lack of probable cause.

Awards

- Massachusetts Rising Star, Super Lawyers, 2012-2019



Interests

Kiley enjoys cooking, indoor rowing classes, and spending time with her three young girls.