

Kiley M. Belliveau

Partner

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Practices

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*; Student
Prosecutor, Suffolk
Prosecutors Clinical Program)

College of the Holy Cross, *cum
laude*, 2001 (Member, English
Honors Program; Holy Cross
Dance Ensemble)

Clerkships

Massachusetts Superior Court,
2004-2005

Overview

Kiley M. Belliveau is a partner in the firm's Litigation Department. Kiley focuses her practice on the representation of employers in litigation matters, including discrimination, retaliation, wrongful termination, whistleblower, breach of contract, wage and hour, and employee leave matters, as well as other statutory and common law claims under state and federal law. She has represented a wide variety of employers – including hospitals, nursing homes, educational institutions, corporations, municipalities, and non-profit organizations, to name a few – before state and federal courts and administrative agencies such as the Massachusetts Commission Against Discrimination and the Equal Employment Opportunity Commission. Kiley has experience in all facets of complex civil litigation, including discovery, motion practice, trial, and appeals. Through diligent, detail-oriented legal analysis and strategy, Kiley has secured the dismissal of claims at the probable cause, motion to dismiss, and summary judgment stages. She has also assisted in trying cases to defense verdict.

In addition to her employment litigation practice, Kiley counsels employers on the myriad compliance, training, and risk management issues that can arise out of the employment relationship. Kiley enjoys working with her clients to develop personnel policies and practices that achieve their business objectives and comply with applicable law. Kiley has completed the Massachusetts Commission Against Discrimination Certified Train-the-Trainer Courses for Equal Employment Opportunity Professionals, which include the following:

- Preventing Discrimination in the Workplace
- Preventing Harassment in the Workplace
- Responding to Accommodation Requests
- Conducting Discrimination Complaint Investigations

Kiley is also a 2007 graduate of the International Association of Defense Counsel's Trial Academy at Stanford Law School and the American Bar Association's Tort Trial and Insurance Practice Section's National Trial Academy at the National Judicial College.

Affiliations

- Boston Bar Association
- Massachusetts 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 Cir. 2015) (affirming judgment entered on behalf of orthopedic residency director after six-week jury trial of plaintiff's gender discrimination, retaliation, and tort claims).
- *Dumeus v. Newton-Wellesley Hospital*, Middlesex Super. Ct. Civ. A. No. 2012-4633 (June 2015) (defense verdict on national origin discrimination, hostile work environment, retaliation claims in 8-day jury trial).
- *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).

Awards

- "Rising Star," *Super Lawyers* (2012-2018)



