

Zoë Klein

Of Counsel

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Washington, D.C.

Zoë Klein is an Of Counsel in the Washington, D.C. office of Gibson, Dunn & Crutcher, where she practices in the firm's Labor & Employment Department.

Zoë has extensive experience representing employers in a wide range of employment law matters under federal and state law. She counsels clients on navigating their most important employment and personnel issues, with a focus on providing practical, operational advice. Zoë helps clients develop policies and employee handbooks, prepare severance agreements, nondisclosure and confidentiality agreements, and employment contracts, and navigate the ever-changing state and federal employment law landscape. Zoë also represents employers in federal and state court at both the trial court and appellate levels, as well as in arbitration, agency, and administrative proceedings. Zoë has experience representing employers in both single plaintiff and class action litigations across a wide range of labor and employment matters, including wrongful termination, wage-and-hour laws, incentive pay issues, discrimination and retaliation claims, and Sarbanes-Oxley and Dodd-Frank whistleblower complaints. Zoë is also experienced in conducting on-site audits for FLSA and state law compliance.

Most recently, Zoë has helped launch Gibson Dunn's DEI Task Force, which assists clients with navigating the legal and reputational risks surrounding DEI initiatives following the Supreme Court's decision in *SFFA v. Harvard*. Zoë has defended many clients against reverse discrimination lawsuits under Title VII and Section 1981, and has helped clients conduct privileged audits of their DEI programs, assess litigation risk, and develop creative and practical approaches to accomplish their DEI objectives in a lawful manner.

Zoë has been recognized in the 2023 and 2024 editions of *Best Lawyers: Ones to Watch® in America* for Labor and Employment Law – Management.

She graduated with honors from the University of Texas School of Law in 2012. While in law school, Zoë served as a judicial extern for the Honorable Nathan Hecht of the Texas Supreme Court and was articles editor on the *Texas International Law Journal*. She received her Bachelor of Arts in History and Political Science from Arizona State University in 2008, graduating *summa cum laude*.

Zoë is registered to practice law in the state of Colorado and the District of Columbia.



Capabilities

Labor and Employment
Litigation

Credentials

Education

University of Texas - 2012 Juris Doctor
Arizona State University - 2008 Bachelor of Arts

Admissions

Colorado Bar
District of Columbia Bar