



KATHERINE R. MAZAHERI

FOUNDER / MANAGING ATTORNEY



MAZAHERI
LAW FIRM

405-414-2222 | 3000 W MEMORIAL ROAD, SUITE 230 OKLAHOMA CITY, OK 73120

MAZAHERILAW.COM | LINKEDIN.COM/IN/MAZAHERILAW

BAR ADMISSIONS

- Oklahoma
- U.S. District Court Western District of Oklahoma
- U.S. District Court Northern District of Oklahoma
- U.S. District Court Eastern District of Oklahoma
- U.S. Court of Appeals 10th Circuit

EDUCATION

- J.D., Oklahoma City University School of Law
- B.A., University of Oklahoma

PUBLICATIONS

- *Know Your Rights: Employment in a Pandemic*, Oklahoma City Mom (July 2020)
- *Navigating Divorce: What Your Lawyer Wants You to Know*, Oklahoma City Mom (July 2020)
- *What's Sex Got to Do With It?* OBJ Vol. 91, No. 7 (September 2020)
- *Keeping Your Job When You Have Kids Going Back to School: Employee Rights Under the FFCRA in the Time of Covid*, Oklahoma City Mom (September 2020)
- *The Goal to Become Equal: The Women's National Soccer League and the Equal Pay Game*, OBJ Vol. 91, No. 8 (October 2020)
- *Know Where to Go: Domestic Violence Awareness Month*, Oklahoma City Mom (October 2020)
- *Everything you need to know about Stepparent Adoption*, Oklahoma City Mom, (November 2020)
- *7 Small but Significant Ways to Change the World*, The Briefcase, Oklahoma County Bar Association, (December 2020)

LANGUAGES

- English
- Spanish

Katherine Mazaheri-Franze is a trial lawyer who regularly represents plaintiff employees in all areas of employment law, including litigation in state and federal courts, in mediation, before administrative agencies such as the Equal Employment Opportunity Commission (EEOC), Department of Labor (DOL) and Oklahoma Employment Security Commission (OESC). She has successfully handled litigation involving claims of wrongful discharge, sexual harassment/assault, employment discrimination (based on race, age, gender, sexual stereotyping, pregnancy, national origin, and disability), retaliation, as well as disputes involving wage and hour matters, medical leave, confidentiality and non-compete agreements, employee handbook and company policy violations, and breaches of employment agreements. For over a decade, Mazaheri Law Firm has gained a powerful reputation for taking on cases that attack various social injustices leading to extensive recoveries for clients.

A portion of Katherine's trial practice is devoted to assisting families in times of crisis. She assists clients with dissolution of marriage, custody and visitation, property division, and step-parent adoptions. Along with divorce, she assists couples in negotiation of pre-nuptial agreements and protection of assets.

As part of her employment practice, Katherine often trains and counsels employers on a broad range of matters affecting the workplace, including hiring, discipline, terminations, policies and procedures (including creation and auditing of employment handbooks), drug and alcohol testing, anti-discrimination and anti-harassment, employment contracts, severance agreements, and confidentiality agreements. More recently she has had the opportunity to educate tribal employees on sexual harassment and train 400+ employees in the workplace. In addition, she was included as a speaker at Oklahoma Bar Association's Labor and Employment Law Update for continuing education for attorneys in 2019 and for Oklahoma City University School of Law's Alumni Association Cont. Ed. in 2020.

During the 2020 pandemic, she has assisted the public with online seminars including: Employment Law Q&A, Employment Guidance during the Coronavirus Pandemic, Employment Law Q&A: Back to Work Edition, and Illness in the Workplace: Employee Rights and Employer Duties.

HONORS AND AWARDS

- *2019 AV Preeminent™ Rating by Martindale-Hubbell®* - Martindale-Hubbell®'s oldest and most well-respected legal rating service, AV Preeminent™ is the highest rating of its kind
- *2017-2020 AV Peer Review by Martindale Hubbell®* - Martindale-Hubbell®'s AV Ratings elect the anonymous opinions of members of the bar and the judiciary based on legal ability and general ethical standards.
- *Avvo "Superb" 9.4/10* - This attorney rating service aims to recognize individual lawyers for their skill, professionalism, and experience. 9.4/10 "Superb" is the highest rating.
- *2016, 2017, & 2020 Super Lawyers® Rising Stars* - Only 5% of attorneys in each state and practice area annually receive the honor of being included in this list.
- *40 under Forty from okCBIZ Magazine*

PROFESSIONAL ACCOLADES

- Oklahoma County Bar Association, Board of Directors, 2020-2023
- Oklahoma Bar Association, Family Law & Employment Law Section, Member
- Delegate to the Oklahoma Bar Association House of Delegates
- National Employment Lawyers Association, Member
- Oklahoma Employment Lawyers Association, Member
- United Way Board Serve, 2014-2015
- Oklahoma Real Estate License, 2003

AREAS OF PRACTICE

- Employment Law
- Diversity and Inclusion training, Title VII training, Sexual harassment training
- Sexual Harassment Suits
- Family Law
- Employer Advisement
- Discrimination Claims
- Divorce
- Immigration Law
- Employment Wage & Hour Claims
- Personal Injury
- Business & Real Estate Law