KBM KEATING, BUCKLIN & McCORMACK

Jayne L. Freeman

Of Counsel

jfreeman@kbmlawyers.com

direct: 206.623.8861



Bio

Ms. Freeman is now Of Counsel at Keating, Bucklin & McCormack, Inc. P.S. For more than 30 years, she has defended and advised government agencies and employers on police liability and employment/personnel matters, including discipline, termination, disability accommodation, and allegations of discrimination, harassment, retaliation, criminal acts of employees, workplace safety, and negligent hiring/supervision. She has defended police, fire, hospital, and other public agencies, officers, supervisors, elected officials, and employers in state and federal trial and appellate courts. Ms. Freeman also conducts workplace investigations regarding employment matters, facilitates responses to EEOC charges, and provides mediation services.

Ms. Freeman joined KBM in 1994 and is admitted to practice in all Washington State and Federal courts, as well as the Ninth Circuit Court of Appeals and the United States Supreme Court and has tried numerous jury trials to verdict.

Representative Cases

- Dismissal on summary judgment in Federal court of discrimination, harassment, retaliation, and statutory claims by nursing employee, aff'd on appeal. See, Spokoiny v. Univ. of Washington Med. Ctr., 2025 WL 752492 (9th Cir. Mar. 10, 2025)
- Defense jury verdict in King County Superior Court on claims of PFMLA interference and retaliation against a municipality; WLAD retaliation claims dismissed on summary judgment (2022), aff'd on appeal. See, Allread v. City of Burien, 29 Wash. App. 2d 1018, rev. den. 549 P.3d 114 (Wash. 2024).
- Defense jury verdict in King County Superior Court on claims of PFMLA interference and retaliation against a municipality; WLAD retaliation claims dismissed on summary judgment (2022)
- Defense jury verdict in Pierce County Superior Court on claims of race harassment; disparate treatment race discrimination, retaliation, and wrongful discharge claims dismissed on summary judgment (2022)
- Summary judgment dismissal of gender, disability discrimination and retaliation and wrongful discharge by former police officer against municipality and police department (2022)
- Dismissal on Summary Judgment of civil rights, defamation, and wrongful termination claims by police officer against City and Assistant Police Chiefs involved in investigation and proposed discipline for misconduct in Federal Court (2021).

- Dismissal on Summary Judgment of First Amendment retaliation, defamation, negligence claims against City and City Manager involved in investigation, response, and communications regarding potential mishandling of City finances and public records in Federal Court (2021).
- Dismissal on Summary Judgment of First Amendment and Public Records Act claims against County in Federal court (2020)
- Decision in favor of Defendant City/Police Department from Office of Administrative Hearings on claim of whistleblower retaliation by Police Department employee (2020)
- Dismissal of invasion of privacy and free speech by elected official against City, Mayor, Human Resources/Risk Manager (2019)
- Dismissal on Summary Judgment of race harassment, discrimination & retaliation claims by discharged police officer against City and Police Chief in Federal Court (2017) (aff'd by 9th Cir. 2018)
- Dismissal on Summary Judgment of union retaliation, discrimination, and wrongful discharge claims by 5 Legal Assistants against County, and elected/appointed prosecutors (Clark/Cowlitz County) (2018)
- Dismissal on Summary Judgment of wrongful termination, discrimination/retaliation claims based on collateral estoppel by favorable labor arbitration findings (Pierce County) (2016), (aff'd Div. II, 2018)
- Dismissal on Summary Judgment of disability discrimination/accommodation claims by former City Police Officer (Snohomish County) (2017)
- Dismissal on Summary Judgment of wrongful termination/age & national origin claims in Federal Court by employee of research facility (2015)
- Dismissal on Summary Judgment of wrongful termination/age discrimination claims in Snohomish County Superior Court by City Code Enforcement Officer (2015)
- Dismissal on Summary Judgment of wrongful termination/retaliation claims in King County Superior Court by Hospital Electrician/Union Steward (2014)
- Dismissal on Summary Judgment of race discrimination claim by hospital security officer (2012)
- Defense jury verdict for University of Washington Police Department in Federal lawsuit by six employees alleging various forms of discrimination and civil rights violations (2011)
- Dismissal on Summary Judgment of race discrimination and retaliation employment claims against Harborview Medical Center in state and federal court (2011)
- Dismissal on summary judgment of federal civil rights/excessive force/wrongful arrest lawsuit against two Police Departments and multiple Defendant Officers and Supervisors (2011)
- Defense verdict for University of Washington in King County jury trial of FMLA retaliation claim by terminated employee of UW Medical Center (2009)
- Defense verdict for University of Washington in federal jury trial of race and age discrimination/retaliation claim by temporary employee and applicant following adverse EEOC determination (2009)

- Defense jury verdict for County in multi-million dollar employment retaliatory whistle blower lawsuit filed in Federal Court (2008)
- Dismissal on Summary Judgment and successful Div. I Appeal of disparate impact and disparate treatment race discrimination claims against the University of Washington (2008)
- Dismissal on summary judgment and successful defense of 9th Circuit appeal of federal civil rights claims and state court claims and appeals by casino-owners affected by local legislation banning card rooms in City (2009-2010)
- Defense Jury Verdict in favor of City Police Department in police shooting inquest (2006)
- Dismissal on Summary Judgment of wrongful discharge claims by former City Police Officers (2006)
- Dismissal of $15 million federal civil rights wrongful death claim against City Police Department arising out of homicide committed by felon to whom police department released fire arms (2006)
- Defense Verdict for the City Police Department following Federal jury trial of $2.5 million dollar claims by ex-girlfriend of Auburn officer alleging off-duty abuse, negligent employment investigation/retention, wrongful arrest, and jail abuse (2006)
- Dismissal and successful Div. I appeal for City Police Department of $3.8 million wrongful death lawsuit in case involving domestic violence homicide (2004)
- Defense jury Verdict for University of Washington in $6 million gender discrimination lawsuit by female physician (2000)
- Dismissal and successful Div. I appeal of $3 million claim against City by officer claiming disability discrimination relating to psychological condition
- Dismissal on Summary Judgment for City police officers of $750,000 civil rights lawsuit involving felony stop and highly publicized allegations of racial profiling
- Dismissal on Summary Judgment and successful 9th Circuit appeal of First Amendment challenge of City's adult entertainment regulations. See Colocurcio v City of Kent, 163F.3d 545 (1998), cert. den., 120S.Ct. 1553 (2000).
- Representative clients include the Cities of Anacortes, Auburn, Issaquah, Burien, Kirkland, Snohomish, Tukwila, Bothell, Tacoma Bellevue and members of the Washington Cities Insurance Authority, various Counties, and Ms. Freeman also serves as a Special Assistant Attorney General defending the University of Washington, Harborview Medical Center, and University of Washington Medical Center in employment, civil rights, and other discrimination lawsuits.

Presentations

- “Disability Accommodation: Guidelines for Supervisors, Managers & Directors” (September 2018)
- “Drilling Down on Off-Duty Conduct: Are You Still in the Driver’s Seat? (Issues in Social Media)” University of Washington Risk Management Seminar (2015)
- “Winning Strategies in Employment Litigation” Jayne Freeman & Andrew Cooley, Washington Cities Insurance Authority (2014-2015)

- Speaking Engagements include The Bare Essentials of Adult Entertainment & "Sexpresso Stands" (City Attorney Seminar)
- "Personnel Update" (City Attorney Seminar), "Liability for Criminal Acts of Government Employees" (WDTL Gov't Liability Seminar)
- "ADA-FMLA Interplay-Examination of State and Federal Regulations and their Potential Liability Impact" (City Attorney Seminar)
- "Accommodating the Officer Under ADA-Your Liabilities" (Police Liability Briefing)
- "Enforcing Adult Entertainment Ordinances" (City Attorney Seminar).

Professional and Community Activities

- Washington Defense Trial Lawyers (WDTL): Ms.Freeman is a member and has served on the Board of Trustees, the Amicus Committee, Judicial Liaison Committee (past chair), and Legislative Committee (past chair)
- WSBA Judicial Recommendation Committee, past member
- Has provided testimony to the state legislature in matters related to civil justice and liability of employers and government agencies in Washington
- Provided amicus curiae support to government entities and employers in the Washington Supreme Court on cases of importance in areas of employment and government liability law and policy. See, e.g., Aba Shiekh v. Choe, 156 Wn.2d 441 (2006), Korslund v. DynaCorp.,156 Wash.2d 168 (2005), Riehl v. Foodmaker Corp., 152 Wn.2d 138 (2004), Snyder v. Medical Svcs. Corp., 145 Wn.2d 233(2001), Martini v.The Boeing Co., 137 Wn.2d 357(1999), Warnek v. ABB Com. Eng'g, 137 Wn.2d 450(1999)
- University of Washington School of Law, moot court and mock trial judge.

Education, Recognition, and Honors

- University of Washington, B.A. Political Science (1991)
- University of Washington School of Law, J.D. (1994)
- Member of the Washington State Bar Association
- Designated a "Rising Star" by peer poll in Washington Law & Politics Magazine
- Born and raised in Walla Walla, Washington.