FORDHARRISON

KRISTIN STARNES GRAY

Partner / Spartanburg
kgray@fordharrison.com / P: 864-699-1130



An experienced litigator who represents management in labor and employment matters, Kristin Gray partners with employers in a variety of industries, including healthcare, retail, restaurant, hospitality, banking, and manufacturing.

Kristin helps employers facing issues related to discrimination, harassment, and retaliation claims, employment policies, handbooks, leaves of absence, accommodation issues, employment contracts, separation agreements, wage and hour issues, and other workplace matters. Because of her significant work with the healthcare industry, she also regularly advises clients on HIPAA compliance.

Kristin loves litigation and the strategy that goes with it. She represents employers large and small in both state and federal courts, in arbitration, and before government agencies and has significant experience with multi-plaintiff litigation and collective actions. She also enjoys partnering with employers to help them prevent issues before they arise, regularly providing training on diversity and inclusion, HIPAA, anti-harassment/discrimination, and navigating complex leave of absence and accommodation issues.

Proficient in German, Kristin enjoys supporting the German business community in the Carolinas. She is a member of the German American Chamber of Commerce as well as the German American Club of the Carolinas, having served on its Executive Board for four years.

Kristin berät nationale und internationale Unternehmen in allen Fragen des individuellen und kollektiven Arbeitsrechts, vor allem bei der Gestaltung von Anstellungs-, Aufhebungs- und Abwicklungsverträgen sowie in Kündigungsschutzverfahren. Darüber hinaus konzentriert sie sich auf HIPPA Fragen. **Klicken Sie hier, um Kristins Biografie auf Deutsch zu lesen.**

A champion of diversity and inclusion, Kristin was the Firm's 2017 Fellow with the Leadership Council on Legal Diversity. Kristin has served on the Board of Directors for Habitat for Humanity of Spartanburg and continues to volunteer her time on its

EDUCATION

- Mercer University School of Law (J.D., *cum laude*, 2006)
- Wofford College (B.A., *summa cum laude*, 2003)

BAR ADMISSIONS

- South Carolina

COURT ADMISSIONS

- U.S. Supreme Court
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the District of South Carolina
- South Carolina State Court

LANGUAGES

- Proficient in German

Neighborhood Support Committee to provide continuing support for Habitat homeowners and homeowners in process. She is also a graduate of Leadership Spartanburg and served on its Board of Regents.

Kristin is a regular contributor to the FordHarrison blog, *EntertainHR*, an informative look across the landscape of television, movies, sports and celebrity culture from an employment-law perspective. Her blog contributions also include the retired FordHarrison blog, *That's What She Said*, which addresses labor and employment law issues raised by employees' conduct on the popular television series, *The Office*. A fan of the German artist Franz Marc, when she's not working, Kristin enjoys drawing, painting and spending time with her family.

Representative Experience

- Obtained summary judgment on all claims filed by two plaintiffs in two related lawsuits alleging race discrimination against a manufacturing client. These two victories were affirmed by the Fourth Circuit Court of Appeals.
- Won a defense verdict for a large client in a trial before the U.S. District Court for the District of South Carolina alleging sexual harassment and retaliation by a company and its vice-president.
- Won multiple labor arbitrations involving disciplinary/discharge issues for hospital clients across the country.
- Obtained summary judgment on all claims filed by a plaintiff alleging disability discrimination, FMLA violations, and race discrimination against a hospital system.
- Obtained summary judgment on all claims filed by a plaintiff in a lawsuit against a restaurant alleging claims for hostile work environment and retaliation before the U.S. District Court for the District of South Carolina.
- Obtained summary judgment on all 49 plaintiffs' claims filed in two related lawsuits in the U.S. District Court for the District of South Carolina alleging various state law claims arising from the plaintiffs' terminations following an investigation by the company into employee misconduct. Prevailed a second time when two of the plaintiffs unsuccessfully appealed to the U.S. Court of Appeals for the Fourth Circuit, which affirmed the District Court's decision awarding summary judgment in favor of the company and dismissing plaintiffs' claims.
- Obtained summary judgment on all claims filed by a plaintiff

against a healthcare provider in a race discrimination and retaliation lawsuit before the U.S. District Court for the District of South Carolina.

Honors & Awards

- "2023 Women Worth Watching," *Profiles in Diversity Journal*
- *The Best Lawyers in America* – Litigation – Labor and Employment (2024 - 2027)
- "South Carolina Rising Stars" by *Super Lawyers* magazine
- Leadership Council on Legal Diversity (LCLD), 2017 Fellow

Memberships

- South Carolina Bar Association
- German American Chamber of Commerce
- Girls on the Run Spartanburg
- Habitat for Humanity Spartanburg
- German American Club of the Carolinas

News & Insights

- SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Personnel and Supervisory Policies
- September 02, 2026 - ENTERTAINHR: "He-Man: Master of the HR Universe"
- June 10, 2026 - "Ghost: Career Catfishing from Beyond the Grave," EntertainHR
- March 18, 2026 - "St. Denis Medical—Taking 'Love Contracts' to the Next Level," EntertainHR
- November 05, 2025 - "What Phish and Trey Anastasio Can Teach Us about Being an Ally," EntertainHR

Events

- January 26, 2023 - New Year, New Resolutions: Is your Workplace Prepared for 2023 and Beyond? - Complimentary Webinar

Offices

- *Spartanburg:*
  100 Dunbar Street, Suite 300
  Spartanburg, South Carolina 29306