

## **Christian J. Keeney**

**Christian J. Keeney** is a principal in the Orange County, California, office of Jackson Lewis P.C. Christian focuses his dedication and commitment to defending employers in all types of employment law matters. His knowledge and experience extends to class actions, discrimination and harassment, and wrongful termination cases, as well as handling investigations and charges from government agencies. Recognizing the unique circumstances of each case, Christian rejects the "one-size-fits-all" approach, opting instead to tailor his strategies to suit the specific needs and objectives of his clients.

Clients have consistently praised Christian in satisfaction surveys, noting his relentless work ethic, responsiveness, and invaluable insight. Described as a "tireless worker" and an "excellent resource," he has earned his reputation as a top-tier attorney in the field. His high standing is also reflected in his recognition amongst his peers by Super Lawyers.

Christian's recent litigation successes include securing dismissals with prejudice and the awarding of all costs to clients in several cases involving wrongful termination and breach of contract actions. He has achieved full or partial summary judgments in cases involving alleged discrimination, harassment, retaliation, and tort claims such as defamation and intentional infliction of emotional distress. Notably, he has also triumphed in defeating class certification in a statewide wage and hour class action.

While a formidable litigator, Christian is equally committed to advising clients on proactive compliance solutions and litigation avoidance strategies. His recent engagements include conducting comprehensive audits of employment policies and procedures to assess and reduce legal risk, enhance internal employment practices, and improve employment-related documentation. He is adept at implementing alternative dispute resolution methods, including arbitration and mediation programs, to minimize legal risk and expense. Furthermore, he provides counsel on preparing or updating employee handbooks.