

Cayman L. Caven

Associate
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Cayman L. Caven concentrates her practice in the representation of employers on all aspects of employment issues.

Ms. Caven has a broad employment law and litigation practice, and she defends employers in all facets of employment litigation. Her practice also involves training and counseling employers on compliance with various employment laws and risk mitigation.

Ms. Caven's employment law experience includes defending employers against claims brought under state discrimination statutes, Title VII, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and the Americans with Disabilities Act before the EEOC, in mediation, and in state and federal courts. She also counsels clients on workplace investigations, termination and discipline decisions, and severance negotiations, and she routinely assists clients with preparing multi-state handbooks and other policies.

Ms. Caven previously served as in-house counsel to a large, privately owned company in the construction industry, where she focused on employment, litigation, and corporate matters.

Representative Matters

- Defended a hospital in a lawsuit by its former employee alleging whistleblower violations under California law.
- Represented a home remodeling company in an EEOC claim alleging sex discrimination and retaliation.

Professional Honors & Activities

- Listed in Best Lawyers: Ones to Watch® in America for Litigation Labor and Employment (2025, 2026)
- Selected to Mid-South Rising Stars (2024, 2025)
- Member Rotaract Club of Birmingham
 - Secretary Foundation Board (2023 present)
 - Programs Manager (2022 2023)
 - Chair, Mentorship Program (2021 2022)
 - Co-Chair, Leadership Development Program (2020 2021)
 - Leadership Development Program (2019 2020)
- Member Alabama State Bar
- Member Birmingham Bar Association
 - Co-Chair, Law Student Outreach Committee Women Lawyers Section Board (2024 present)
 - Future Leaders Forum (2023)
- Member Society for Human Resource Management
- Member Junior Board, Birmingham Zoo
 - Chair, Silent Auction Committee (2024)
- Member Association of Corporate Counsel, Alabama Chapter (2017 2020)
 - Secretary, Board of Directors (2019 2020)
 - At-Large Member, Board of Directors (2018 2019)

Publications

• "U.S. Supreme Court Holds Employers' Denial of Religious Accommodation Requests Require Proof of "Substantial Increased Costs"" (June 2023)

Education

- University of Alabama School of Law, J.D., 2016
 - Senior Editor Alabama Law Review
- University of Alabama, B.S. English, 2013, summa cum laude

Admissions

- Alabama, 2016
- U.S. District Court for the Northern District of Alabama
- U.S. District Court for the Middle District of Alabama
- U.S. District Court for the Southern District of Alabama