



## Cayman L. Caven

Of Counsel

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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