

*Kristyn Escalante is a member of the firm's healthcare, employment, and business and commercial litigation practices. Kristyn is a trusted attorney who represents professionals, employers, and businesses in a broad variety of legal matters such as audits, litigation, investigations, regulatory compliance and licensure discipline.*



## Kristyn B. Escalante

Associate | Boise

### Biography

Kristyn B. Escalante represents professionals, employers and businesses in a range of litigation, regulatory and compliance matters. She regularly assists clients in responding to federal and state audits, investigations, and disciplinary proceedings, and has experience advising clients on a variety of compliance issues. Kristyn also defends providers, employers and businesses in a myriad of disputes. She has supported trial teams through all stages of litigation and has helped achieve favorable outcomes for clients through dispositive motions, mediation and trial.

Prior to joining Parsons Behle & Latimer, Kristyn completed a two-year clerkship with the Honorable Chief Justice G. Richard Bevan of the Idaho Supreme Court.

Kristyn earned her Juris Doctorate from the University of Idaho College of Law. While in law school, Kristyn served as a symposium editor on the Idaho Law Review, interned for the Ada County Prosecutor and completed a semester in practice as a judicial extern for the former Idaho Supreme Court Chief Justice, Roger S. Burdick.

A graduate of Boise State University, Kristyn received a bachelor's degree in Political Science. During her undergraduate studies, Kristyn served as a legislative intern at a law and policy firm and was a member of the Boise State Women's Volleyball team.

### Experience

#### Licensure Discipline

Assisted a podiatric physician through an investigation by the Idaho Division of Occupational and Professional Licenses

### Contact information

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### Capabilities

Business & Commercial Litigation

Appeals

Healthcare

Employment Litigation

Employment & Labor

#### Licensed/Admitted

Idaho

U.S. Dist. Court, District of Idaho

Board of Podiatry initiated after a patient complaint. The Idaho Division of Occupational and Professional Licenses Board ultimately determined there was insufficient evidence to pursue the action further and the patient complaint was closed.

Obtained favorable Agreement in Lieu of Disciplinary Action for physician being investigated by the Idaho State Board of Medicine.

### **Healthcare**

Assisted hospice client in self-disclosing employment of an excluded individual to the Office of Inspector General, which self-disclosure included estimate of damages favorable to client. Ultimately worked to a settlement agreement with OIG that was favorable to client.

Regularly assists and successfully defends medical providers through federal and state audits.

### **Employment**

Successfully defended hotel employer against a national origin discrimination and retaliation charge filed by former employee with the Idaho Human Rights Commission (“IHRC”). After responding to the charge, the IHRC found no probable cause that unlawful discrimination or retaliation occurred and the charge was dismissed. No further lawsuit was pursued by former employee.

Successfully defended employer against a national origin discrimination charge filed by former employee with the IHRC. After responding to the charge, the IHRC found no probable cause to believe that unlawful discrimination occurred. No further lawsuit was pursued by former employee.

### **Business and Commercial Litigation**

Defended against claims pursued by private and public property owners resulting from a forest fire that started on client’s logging operation. Ultimately obtained a favorable settlement agreement within policy limits at mediation despite extensive damages sought by private and public property owners.

Obtained a favorable summary judgment ruling that dismissed all claims pursued against client relating to sale of real property.

Assisted trial team in successful defense and counterclaim of a breach of contract dispute arising from a subcontract agreement. After a five-day jury trial, the jury returned a verdict in favor of our client finding that our client did not breach the subcontract agreement, that the subcontractor did breach the subcontract agreement, and, as a result, our client was entitled to damages. After judgment was entered in favor of our client, we were awarded nearly all attorneys’ fees and costs sought from the court.

Successfully defended client in obtaining a favorable summary judgment that resulted in complete dismissal of the breach of contract claim pursued against client.

### **Medical Malpractice Settlement**

A medical malpractice lawsuit was brought against our client, a podiatrist in Twin Falls, Idaho. In the course of litigation, it was determined that plaintiff’s expert witness disclosures were deficient under Idaho law. We prepared materials to summarily dismiss plaintiff’s medical malpractice claims because plaintiff could not establish his case through direct expert testimony. Rather than facing our summary judgment motion, plaintiff agreed to dismiss his lawsuit with prejudice.

Obtained a favorable summary judgment ruling on medical malpractice claims pursued against hospital client that led to dismissal of all claims against hospital client early in the litigation.

## Accomplishments

### Academic

University of Idaho, College of Law (J.D., 2018)

- Idaho Law Review, Symposium Editor
- Dean's List, all applicable semesters
- CALI Excellence for the Future Award: Civil Procedure II

Boise State University (B.S. degree, *cum laude*, 2014)

- Boise State Women's Volleyball

## Associations

### Professional

Idaho Women Lawyers, Board of Directors

Idaho State Bar, Member

American Bar Association, Member

University of Idaho College of Law 2L Mentor Program, Mentor

### Community

Boise Metro Chamber of Commerce Board of Advisors

Jannus, Inc., Former Member of Board of Directors

## Articles

"Lost in Translation? A Quick Reference for Covered Entities on Providing Equitable Language Assistance Services in Healthcare," *Healthcare Bulletin*, April 30, 2025

"Commencing an Action: Idaho," *Practical Law*, November 17, 2023

"Rebutting Negative Online Reviews Can Land Healthcare Providers in HIPPA Hot Water," *Employment Law Update*, Aug. 2, 2022

"Statutes of Limitations: Idaho," *Practical Law*, April 19, 2022

## Presentations

Winning the Case Before it Starts: Investigation, Documents and Lawyers, Southeast Idaho SHRM and Parsons Behle & Latimer Employment Law Conference, October 16, 2025

Winning the Case Before it Starts: Investigation, Documents and Lawyers, Parsons Behle & Latimer 2025 Idaho Employment Law Seminar October 14, 2025

Drugs and Alcohol in the Workplace, Parsons Behle & Latimer 2024 Idaho Employment Law Seminar October 23, 2024