



- Represents clients including small and mid-size business owners, healthcare entities and colleges and universities in commercial litigation
- Defense of employers against claims of discrimination, harassment, and retaliation in the workplace
- Experience includes Title IX claims, restrictive covenant actions, construction defect cases, contractual litigation, and trust and estate litigation

Irene is an experienced commercial litigator who represents private and public sector clients in a variety of disputes. She provides effective advocacy and legal support to small and mid-sized business owners, hospitals and healthcare providers, institutions of higher education, New Jersey state public entities and related individuals, and other clients in state and federal court actions.

Irene defends employers against employment discrimination, harassment, retaliation and whistleblower claims. This work includes claims of discrimination in employment practices on the basis of age, gender, disability, sexual orientation, and other protected characteristics. She provides representation in disputes related to restrictive covenants, separation agreements, and other employment-related agreements. Her experience encompasses claims brought under the New Jersey Law Against Discrimination (NJLAD), the Conscientious Employee Protection Act (CEPA), Title VII of the Civil Rights Act, and other state and federal laws.

Irene has played a significant role in defending against Title IX claims on behalf of colleges and universities, including alleged sex-based discrimination, harassment, and/or retaliation lawsuits involving both students and faculty members.

For clients operating in the healthcare sector, Irene has litigated the enforceability of restrictive covenants contained in physician employment, shareholder, and LLC operating agreements, as well as asset purchase agreements. Her healthcare litigation experience also includes actions related to the suspension of medical staff privileges.

In addition, Irene's litigation experience includes construction-related disputes, challenges to municipal redevelopment designations, contractual litigation, trust and estate litigation, and providing support as local counsel for several dozen related environmental tort matters.

Areas of Focus

Practice Areas

- Commercial Litigation
- Consumer Fraud
- Fiduciary Relationships
- Restrictive Covenant/Trade Secret/Unfair Competition
- Shareholder & Partnership Disputes
- Construction
- Construction Litigation
- Environmental Litigation & Dispute Resolution
- Higher Education
- Trust & Estate Litigation
- Healthcare
- Healthcare Litigation
- Federal False Claims Act & Insurance Fraud
- Employment
- Employment Litigation
- Discrimination & Harassment Claims
- Whistleblower Claims
- Worker Misclassification Claims
- Litigation
- Condominium Litigation
- Construction Litigation

Credentials

Bar Admissions

- New Jersey, 2012
- New York, 2013
- U.S. District Court, District of New Jersey, 2015

Education

- Columbia Law School, J.D., 2012
- Rutgers College, Rutgers University, *summa cum laude*, 2008 B.A.,

Insights & More

Announcements

36 Greenbaum Attorneys Selected for Inclusion in 2026 Edition of New Jersey Super Lawyers

3.20.26

2026 Edition of Best Lawyers Recognizes 54 Attorneys in 41 Practice Areas: Eight Greenbaum Lawyers Recognized on "Ones to Watch" List

8.21.25

Thirty-Five Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2025 Edition of New Jersey Super Lawyers

3.19.25

2025 Edition of Best Lawyers Recognizes 56 Attorneys in 39 Practice Areas: Ten Greenbaum Lawyers Recognized on "Ones to Watch" List; Three Selected for "Lawyer of the Year" Recognition

8.14.24

Irene Hsieh Elected to Third Term on Board of Directors of Asian Pacific American Lawyers Association of New Jersey

6.10.24

Thirty-Four Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2024 Edition of New Jersey Super Lawyers

3.25.24

2024 Edition of Best Lawyers Recognizes 59 Attorneys in 38 Practice Areas: Twelve Greenbaum Lawyers Recognized on "Ones to Watch" List; Five Selected for "Lawyer of the Year" Recognition

8.16.23

2023 Edition of Best Lawyers Recognizes 51 Attorneys in 36 Practice Areas: Nine Greenbaum Lawyers Recognized on "Ones to Watch" List; Seven Selected for "Lawyer of the Year" Recognition

8.17.22

Greenbaum, Rowe, Smith & Davis Welcomes New Partner and Promotes Three Associates to Partnership: New Counsel and Associates Also Join Firm

2.09.22

Two Greenbaum Attorneys Recognized by New Jersey Law Journal as 2021 "New Leaders of the Bar"

8.02.21

Client Alerts

NJ Supreme Court Addresses Worker Classification and Independent Contractor Status Under ABC Test

8.08.22

U.S. Department of Labor Issues New Employer Guidance Related to Teleworking

3.26.20

Published Articles

Sexual Violence and the New Title IX Rules: Where Do We Go from Here?

8.25.20

Seminars & Events

Employment Law Developments to Monitor in 2022: Tips, Trends and Tactics for Employers

4.13.22

How Title VII and Title IX Co-Exist Under the New Title IX Regulations

4.19.21

Title IX - The New Regulations

11.15.20