



Jemi Lucey

Partner

Iselin

T: 732.476.2502

F: 732.476.2503

jlucey@greenbaumlaw.com

- Trial attorney practicing in federal and state court in New Jersey
- Focus on defense of employers against claims of discrimination, retaliation, harassment
- Significant expertise in complex commercial litigation and higher education law

Jemi is an experienced trial attorney and legal counselor who focuses her practice on employment law, complex commercial and business litigation, and higher education law, in state and federal courts. She represents private and public sector clients, including employers, colleges and universities, and business entities engaged in a broad range of industries.

Her experience encompasses employment-related disputes including claims of alleged discrimination, retaliation, hostile work environment, harassment, and disparate treatment/disparate impact in the workplace. This includes actions brought under the New Jersey Law Against Discrimination (NJLAD), Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), and whistleblower actions brought under New Jersey's Conscientious Employee Protection Act (CEPA).

Jemi supports employers in the drafting and negotiation of non-compete agreements, restrictive covenants, and separation agreements. She provides counseling and guidance on employment best practices, human resources law, and the practical implications of state and federal laws impacting employers.

Jemi has defended institutions of higher education against discrimination and harassment claims brought under Title IX, in employment disputes brought under various state and federal statutes, and in matters involving

faculty and student conduct, academic and disciplinary matters, allegations of civil rights violations, and disputes involving institutional governance.

Her commercial litigation experience includes representing businesses across numerous sectors in disputes ranging from restrictive covenant enforcement to contract and real estate matters, among others. Jemi also routinely counsels employers on litigation avoidance and measures they can take in their daily operations to reduce the risk of lawsuits.

Jemi also serves as New Jersey local counsel in federal litigation. She has a proven track record of successfully defending claims of discrimination and retaliation, as well as general business disputes, including mitigating risk in areas of the law where fee-shifting statutes and emotional distress damages claims can significantly increase jury awards. Her ability to assess risk and guide her clients to resolution at the right stage of litigation – whether through alternative dispute resolution, summary judgment, or trial – is noteworthy among her clients, many of whom turn to her for repeat representation.

Areas of Focus

Practice Areas

- Commercial Litigation
- Restrictive Covenant/Trade Secret/Unfair Competition
- Higher Education
- Healthcare
- Employment
- Employment Contracts & Separation Agreements
- Employment Counseling
- Employment Litigation
- Discrimination & Harassment Claims
- Whistleblower Claims
- Worker Misclassification Claims
- Wage & Hour Compliance
- Workplace Audits & Investigations
- Workplace Training
- Litigation

Credentials

Bar Admissions

- New Jersey, 2003

- New York, 2006
- U.S. Supreme Court, 2008
- U.S. District Court, District of New Jersey, 2003
- U.S. District Court, Southern District of New York, 2006
- U.S. Court of Appeals, Third Circuit, 2005

Education

- Seton Hall University School of Law, J.D., 2003
- Wake Forest University, B.S., 2000

Insights & More

Announcements

[Greenbaum Partner Jemi Goulian Lucey Recognized by New Jersey Women Lawyers Association](#)
3.20.26

[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

[Jemi Goulian Lucey Installed as Second Vice President of Association of the Federal Bar of New Jersey](#)
6.10.25

[Thirty-Five Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2025 Edition of New Jersey Super Lawyers](#)
3.19.25

[Jemi Goulian Lucey to Speak at U.S. District Court Naturalization Ceremony](#)
3.10.25

[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

[Jemi Goulian Lucey and Jessica Carroll Take on New Leadership Roles in New Jersey Women Lawyers Association](#)
7.27.22

Client Alerts

Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations

12.21.20

Employment Law Update: Schools in NJ Are Now Closed for the School Year: Next Up, What Parents and Employers Need to Know About Potential Summer Childcare Closures

5.05.20

Employment Law Update: A Guide for Employers and Parents Regarding School and Childcare Center Closures

4.23.20

Employment Law Update: Expansion of New Jersey's Family Leave Act to Cover COVID-19 Related Situations

4.15.20

Title II of the CARES Act: Assistance for American Workers, Families and Businesses

3.30.20

COVID-19 Employment Law Update: Paid Sick and Family Leave vs. Unemployment Insurance Benefits

3.20.20

Published Articles

Greenbaum Rowe Attys On Their NJWLA Leadership Roles

8.04.22

Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations

Winter 2021

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

8.25.20

Seminars & Events

2026 Federal Practice Bench-Bar Symposium

3.31.26

Business Essentials and Strategies for Lawyers – The Insiders' Knowledge that Will Help You Win Your Case

3.16.26

Impact of 2025 Executive Orders on Institutions of Higher Education and the Viability of Judicial Scrutiny

5.14.25

2025 Federal Practice Bench-Bar Symposium

4.09.25

Managing the Dual Demands of a Legal Career and Caregiving

12.10.24

How Will the Supreme Court's Affirmative Action Ruling Affect College Admissions?

5.15.24

Litigation Avoidance & Litigation Awareness: What In-House Counsel Need to Know About Employment Discrimination and Retaliation Litigation

1.29.24

Hot Topics in Higher Education

1.23.23

What Employers Should Know about Marijuana, COVID and More...

6.20.22

Remote Working, Vaccines and Employer Obligations Under the Americans with Disabilities Act

5.16.22

Litigation Avoidance Tactics for Employers: Identifying & Avoiding Exposure to Discrimination, Harassment, and Retaliation Litigation

5.04.22

Breakfast with the Third Circuit Judges

4.28.22

Boardwalk Seminar 2022: Employment Law

4.27.22

The Value of Authentic Leadership

3.28.22

Practice What You Preach: Diversity and Inclusion in Hiring and Retention

12.08.21

Pathways to Leadership With NJWLA Past Presidents

10.18.21

The Architecture of the Workforce: Achieving Permanent Diversity and Inclusion in the Legal Profession

6.27.21

Cannabis is Coming, Are You Ready?

6.17.21

Pro Bono Practice and Your Career

6.13.21

Employment Discrimination Claims After Bostock v. Clayton County

5.19.21

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

4.19.21

Hot Topics Impacting New Jersey's Building Industry Right Now: Cannabis and COVID

4.12.21

Pathways to Leadership

2.28.21

HR Litigation Concerns that Transcend the WFH Environment

1.18.21

Professionalism, Advocacy, and the Woman Lawyer

11.30.20

Employment Law in the Federal Court - A Winter 2020 Update

11.22.20

2020 Community Association Law Summit

11.16.20

Title IX - The New Regulations

11.15.20

The Impact of COVID-19 on Healthcare Industry Employers and Next Steps

6.23.20

COVID-19 and Your Business: A Close-up Look at FFCRA Compliance, Employee Benefits and Avoiding Potential Litigation

6.22.20

Title II of the CARES Act: Assistance for American Businesses and Families

5.21.20

Employment Law and the Federal Court

5.13.20

Appellate Litigation: What to Watch Out For in 2020 and Beyond

3.02.20