



## Joel Clymer

Partner

Iselin

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- Representation of employers in defense of discrimination, harassment, and retaliation claims under New Jersey state and federal employment statutes including Title VII, the New Jersey Law Against Discrimination, and the Americans with Disabilities Act
- Whistleblower and retaliation defense under the New Jersey Conscientious Employee Protection Act
- Employment counseling, workplace training, compliance guidance, and workplace investigations for private and public sector employers

Joel represents clients in defense-side employment litigation and workplace counseling, helping employers navigate complex legal challenges while fostering compliance and mitigating risk. His litigation experience encompasses the investigation, evaluation and litigation of discrimination, harassment, and retaliation claims under Title VII of the Civil Rights Act, the New Jersey Law Against Discrimination (NJLAD), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family & Medical Leave Act (FMLA), and other employment law statutes. He provides retaliation and whistleblower defense under the New Jersey Conscientious Employee Protection Act (CEPA) and related laws.

Joel defends employers against wrongful termination and breach of contract claims, and provides support in matters involving restrictive covenants and non-compete agreements. His clients include public universities and large educational institutions, government agencies, healthcare facilities and providers, and corporate entities ranging from small businesses to Fortune 500 companies. His practice spans pre-litigation status through trial in

state and federal courts, including the defense of clients in appellate court proceedings.

In the area of employment counseling, Joel proactively counsels clients on employment-related best practices, assisting in the development and implementation of protective workplace protocols and providing preventative training for management and employees to mitigate risks before they escalate into legal disputes and costly litigation. He provides guidance on a variety of employment issues in the workplace, including accommodation requests, employee benefits, leaves of absence, workplace investigations, workplace procedures, employee handbooks, severance agreements, policy development, and compliance. He advises clients on legal issues arising under the Occupational Safety & Health Act (OSHA) and the federal Fair Labor Standards Act (FLSA).

Joel's experience with employment-related workplace investigations is broad-based. He conducts prelitigation investigations to determine the likelihood of successful litigation, providing guidance to clients to avoid litigation when possible. In matters where employment litigation is already underway, he conducts workplace investigations to assess the validity of employment discrimination, harassment, retaliation, and whistleblower complaints during all stages of the litigation process, from initial filing through trial.

Joel also represents clients in commercial matters and has represented businesses in the litigation of shareholder/member disputes, breach of contract actions, and other business tort matters in state and federal courts.

## Areas of Focus

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### Practice Areas

- Employment
- Employment Counseling
- Employment Handbooks & Policies
- Employment Litigation
- Discrimination & Harassment Claims
- Whistleblower Claims
- Worker Misclassification Claims
- Wage & Hour Compliance
- Workplace Audits & Investigations
- Workplace Training
- Commercial Litigation
- Restrictive Covenant/Trade Secret/Unfair Competition
- Litigation

### Industries

- Higher Education

- Public Entities
- Healthcare

## Credentials

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### Bar Admissions

- New Jersey, 2013
- Pennsylvania, 2013

### Education

- Temple University Beasley School of Law, J.D., 2013
- Temple University, B.A., *summa cum laude*, 2009

## Experience

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### Representative Matters

- Successfully defended a public university in a whistleblower retaliation action under CEPA, securing dismissal of all claims with prejudice at summary judgment. The plaintiff's appeal in this matter was denied.
- Successfully defended a large public entity and individual employees in multiple employment actions alleging discrimination, harassment, and retaliation under NJLAD and CEPA, obtaining dismissal with prejudice at summary judgment following extensive discovery and motion practice. The plaintiff's appeal in this matter was denied.
- Defended a North American energy infrastructure company in state court litigation alleging CEPA retaliation arising from a contractor's work on a New Jersey pipeline project. Following discovery, the plaintiff abandoned all claims, and the matter concluded without further proceedings.
- The firm successfully defended a state corrections agency and its former commissioner against age and disability discrimination claims under the NJLAD, securing summary judgment on all counts and affirmance on appeal, eliminating exposure exceeding \$2 million.

## Affiliations

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### Memberships

- Garden State Bar Association: President (2025-2026), President-Elect, Treasurer, Secretary; Technology Support Committee, Chair; Labor & Employment Law Committee; Gala Fundraising Committee; Board of Directors (former Member)
- African American Chamber of Commerce of New Jersey
- National Bar Association

- Barristers' Association of Philadelphia, Inc. (past Vice President of Finance)

## Committees

- New Jersey Supreme Court Practice Committee
- New Jersey Supreme Court Committee on AI

## Personal

- Temple Law Alumni Association
- Juveniles Active in Science & Technology (JASTECH) Recording Secretary
- AmeriCorps state and national volunteer
- While attending law school, Joel served as President of the Black Law Students Association and received an Archer & Greiner Diversity scholarship, a Barristers' Association of Philadelphia, Inc. scholarship, a Philadelphia Bar Association Young Lawyers Division Diversity scholarship, a Sandy M. Brown Memorial scholarship, a Conwell scholarship, and the Jacqueline E. Davis Award.

## Insights & More

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### Announcements

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

8.21.25

Joel Clymer to be Sworn in as President of Garden State Bar Association

6.13.25

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

Joel Clymer Sworn in as President-Elect of Garden State Bar Association

8.06.24

Joel Clymer to be Honored by Garden State Bar Association and New Jersey Commission on Professionalism in the Law

5.28.24

Joel Clymer Sworn in as Treasurer of Garden State Bar Association

8.24.23

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

Greenbaum Partner Joel Clymer Recognized by New Jersey Law Journal on "New Leaders of the Bar" List and by NJBIZ as a "Forty Under 40 Honoree"

8.14.22

Joel Clymer Named to NJ Supreme Court Committee Focused on Potential Disbarment Reform

7.13.22

Joel Clymer Elected Secretary of Garden State Bar Association

6.27.22

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

2.09.22

### **Client Alerts**

U.S. Supreme Court Halts Enforcement of OSHA Vaccine Mandate for Private Employers

1.18.22

Multiple Appeals Leave Lingering Uncertainty for Employers After Federal Appeals Court Lifts Stay of OSHA Emergency COVID Vaccine Mandate

12.28.21

Federal Court Puts OSHA's Emergency COVID Vaccination Mandates on Hold, But Private Employers Must Still Consider Next Steps

11.23.21

New Jersey Supreme Court Ruling Expands Employers' Potential Liability in Failure-to-Accommodate Disability Claims

6.23.21

NJ Governor Murphy Signs Executive Order 192 in Response to Latest Spike in COVID-19 Cases: New Protective Workplace Requirements for Employers Are Effective November 5

11.02.20

NJ Department of Health Issues Directives to Restaurants Seeking to Comply with Governor Murphy's Executive Order 150; Overview of Related CDC Updated Guidance

6.12.20

OSHA Increases On-Site Inspections, Expands Employee Illness Recordkeeping Requirements in Response to Businesses Reopening

5.22.20

Employment Law Update: EEOC Issues Updated Guidance on Accommodating High Risk Employees Under ADA Regulations During COVID-19 Pandemic

5.15.20

Employment Law Update: EEOC Issues New Guidance on Accommodation Requests; Expands "Undue Hardship" Definition; Provides Guidance for Employers on Employees Returning to Work

4.23.20

Employment Law Update: The Four Classifications of Potential Risk on OSHA's Occupational Risk Pyramid; Additional Guidance for Employers of Critical Infrastructure Workers

4.15.20

COVID-19 Employment Law Update: Employer Rights and Responsibilities Following Additional Guidance from the EEOC on the ADA, ADEA and Title VII

4.07.20

COVID-19 Employment Law Update: Guidance For Employers from the CDC and OSHA; Employers Rights and Responsibilities Under the ADA and State Anti-Discrimination Laws

3.24.20

### **Seminars & Events**

2025 ADR Day – Proven Strategies to Get Better Results in Mediation and Settlement

11.06.25

6th Annual Corporate Counsel Symposium

10.07.24

2022 Community Association Law Summit

11.08.22

Employers' Best Practices Lunch and Learn Seminar

3.14.22

Employee Handbooks in 2022: What the Pandemic Has Taught Us

3.02.22

Covid and Testing and Mandates, Oh My! - A 2022 Update on the Biden Administration's Actions, Court Challenges, and Employer Best Practices

2.09.22

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

6.23.20

COVID-19 Now and Into the Future: A Practical Employment Law Guide for Employers

4.20.20