

## Discrimination & Harassment Claims

Greenbaum provides tenacious and strategic representation to employers facing claims of workplace discrimination and harassment, which can undermine the integrity and reputation of an employer. Our attorneys defend employers against claims brought under the New Jersey Law Against Discrimination (NJLAD), which covers a wide range of protected characteristics including race, gender, age, disability, sexual orientation, gender identity and national origin, and more. We also represent clients facing discrimination claims under federal laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), and the Age Discrimination in Employment Act (ADEA).

Our services are comprehensive, beginning with the critical first steps associated with conducting a timely and thorough internal investigation into allegations of discrimination or harassment in the workplace. Our team assists in evaluating the merits of a claim, identifying potential defenses and developing a comprehensive strategy tailored to the specific facts of the case. Litigation involving alleged discrimination or harassment is not limited to state and federal courtrooms and may also be presented before administrative agencies including the New Jersey Division on Civil Rights (DCR) and the Equal Employment Opportunity Commission (EEOC). Regardless of the litigation or alternative dispute resolution (ADR) forum, our team provides robust and strategic representation of both public and private sector employers.

### Practice Team



**Darren C. Barreiro**

Partner  
732.476.2424  
dbarreiro@greenbaumlaw.com




**Joel Clymer**

Partner  
732.476.2514  
jclymer@greenbaumlaw.com




**Irene Hsieh**  
Partner  
732.476.2462  
ihsieh@greenbaumlaw.com




**Jemi Goulian Lucey**  
Partner  
732.476.2502  
jlucey@greenbaumlaw.com




**John D. North**  
Partner  
732.476.2630  
jnorth@greenbaumlaw.com



**Maja M. Obradovic**  
Partner  
732.476.2454  
mobradovic@greenbaumlaw.com




**Amory R. Blank**  
Associate  
732.476.2386  
ablank@greenbaumlaw.com




**Emmalise Earl**  
Associate  
732.476.2524  
earl@greenbaumlaw.com



**Cristian Gomez**  
Associate  
732.476.3348  
cgomez@greenbaumlaw.com



**Kathryn M. Hyde**  
Associate  
732.476.2470  
khyde@greenbaumlaw.com



**Kaitlyn J. Zirrith**  
Associate  
732.476.2474  
kzirrith@greenbaumlaw.com

## Insights & More

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## Client Alerts

## New Jersey Expands Law Against Discrimination to Address Age Discrimination

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