



Employment Litigation

WMH's employment litigation team has a proven record of success in a wide range of complex, sensitive employment matters, including allegations of employment discrimination, sexual misconduct, wrongful termination, whistleblower claims, and contract disputes.

We have substantial experience working with companies and high-level executives to resolve their most sensitive and challenging employee matters. We can capably bring employment matters to trial, exerting critical leverage at every stage of litigation. WMH lawyers focus on understanding our clients' needs, gathering and evaluating the facts, and assessing the risks of pursuing litigation. We develop practical litigation strategies that maximize the probability of a favorable outcome and minimize disruption to business.

Partner Milton Williams is one of the few former federal prosecutors practicing employment law, giving him unique insight into the employment law implications of compliance and investigative strategies.

Areas of Focus

Advisory

WMH lawyers counsel organizations on ways to avoid potential employment litigation. We guide clients through the complicated array of federal and state wage and hour laws, family and parental leave laws, and regulatory compliance issues. WMH lawyers also work proactively with clients to review company policies and practices to eliminate issues that could expose them to lawsuits.

Employment Discrimination

We have substantial experience litigating employment discrimination matters. We fight for employees who have been treated unfairly or wrongfully terminated based on their age, race, gender, or disability. We are trusted by organizations to quickly and efficiently resolve discrimination claims.



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Restrictive Covenant Litigation

WMH regularly advises employers and individuals regarding employment contracts and the enforceability of restrictive covenants. Our aim is to help clients avoid legal issues that may arise either at the time of hiring or termination. When contract disputes surface, we find solutions through negotiation and, if necessary, litigation.

Whistleblower Litigation

We have represented companies and individuals in a wide range of whistleblower investigations conducted by the Internal Revenue Service (IRS), Securities and Exchange Commission (SEC), Food and Drug Administration (FDA), Occupational Safety and Health Administration (OSHA), and Sarbanes-Oxley Act (SOX) Whistleblower Protection Program, as well as those brought under New Jersey's Conscientious Employee Protection Act (CEPA).

For corporate clients, we provide counsel on remedial actions that correct problems and defuse employee concerns. For whistleblowers targeted with retaliation by their employers, we are aggressive about securing a favorable settlement.

Our team includes the former Deputy General Counsel and Chief Compliance Officer of a large media company with over 10,000 employees. His experience gives us keen insight into the compliance issues faced by our clients.



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Experience

- **Represent a morning show producer of a leading American commercial broadcast television network** in a lawsuit against the network and her former manager for sexual harassment, discrimination, and fostering a hostile work environment.
- **Represent a highly acclaimed professor and expert in cell-cycle and cancer research** in employment discrimination action against the university where she is tenured.
- **Represented high-profile television anchor and reporter in a discrimination case** against a leading American commercial broadcast television network. Successfully settled the matter.
- **Represented a former CEO with respect to its negotiations with a biotech firm.**
- **Represented an executive in the cosmetics claim verification industry** in connection with several civil lawsuits arising from his separation from his employer.
- **Represented a middle school student who was forced to participate in an inappropriate historical reenactment in class.**
- **Represented a physician in a federal lawsuit against a hospital employer for** discrimination on the basis of race, age, and disability.
- **Represented a CEO of a biotech firm accused of sexual misconduct.**
- **Successfully secured a recommendation for complete reinstatement and a formal letter** of apology from Mark Peters, Commissioner for the New York City Department of Investigation, who unjustly fired our client from her role as a public investigator. Prior to termination, our client was tasked with investigating allegations of corruption, criminal activity, conflicts of interest, and unethical conduct in the city's 1.1 million-student school system.
- **Represented a nonprofit health care entity accused of mishandling sexual abuse** allegations. Conducted an internal investigation that allayed the board's concerns about malfeasance and regulatory issues.



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Practice Head



Milton L. Williams
Partner