

RICHARD BAHRENBURG

Counsel / New York City

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Richard Bahrenburg represents management clients in all manner of matters involving labor and employment law.

Richard's experience as an in-house attorney at the New York City Legal Department, combined with his previous work in private practice at a multinational boutique labor and employment law firm, give him a unique insight into the issues employers face every day and the legal solutions to overcome them.

Richard has appeared on behalf of employers at administrative, state, federal, and arbitration proceedings on matters including wage and hour, discrimination, and retaliation claims. He has also provided day-to-day counseling to employers on various matters including the Americans with Disabilities Act, Family and Medical Leave Act, Title VII, background checks, WARN notices, employee terminations, employee handbooks, reductions in force, privacy compliance, employee training, and performance management. Richard also routinely conducts internal investigations for clients facing allegations of discrimination or policy violations in accordance with company policy and provides executive summaries following such investigations to stake holders.

Richard was with the New York City Legal Department prior to joining FordHarrison where he represented its agencies, and its employees in all stages of federal litigation. While in law school, Richard was a pro bono scholar, was a Quarter-Finalist in the 43rd Annual Leahy Moot Court Competition, and was also an Editorial Board Member of the *Georgetown Journal of Gender and the Law*.

Representative Experience

- » Successfully litigated an appeal at the Second Circuit Court of Appeals regarding a complex employment issue.
- » Received favorable jury verdicts following civil jury trials in both the Southern and Eastern Districts of New York.
- » Reached favorable settlement agreements in multiple class/multi-party actions.

EDUCATION

- » Georgetown University Law Center (J.D., 2014)
- » Stony Brook University (B.A., 2010)

BAR ADMISSIONS

- » New York

COURT ADMISSIONS

- » U.S. Court of Appeals for the Second Circuit
- » U.S. District Court for the Southern District of New York
- » U.S. District Court for the Eastern District of New York
- » U.S. District Court for the Northern District of New York

Honors & Awards

- » "Ones to Watch," *Best Lawyers in America*

News & Insights

- » January 31, 2024 - FordHarrison Announces Attorneys Selected to Serve as 2024 LCLD Fellow and Pathfinder
- » December 05, 2023 - New York Employers Now Face Yet Another Change in their Ability to Obtain Confidentiality and Enforcement of Nondisparagement Provisions in Separation Agreements or Settlement Agreements
- » August 29, 2023 - Fifth Circuit Overrules Long-Standing Precedent to Align Itself with Other Courts Addressing Title VII Claims
- » August 17, 2023 - One New York City-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Two Listed in Ones to Watch
- » July 05, 2023 - Navigating the U.S. Supreme Court's Decision in 303 Creative LLC and its Implications on First Amendment Rights in the Workplace

Events

- » September 13, 2023 - Impact of Recent Legislation on DEI Programs - Complimentary Webinar

Offices

- » *New York:*
366 Madison Avenue, 7th floor
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