

## RICHARD BAHRENBURG

**Partner** / 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. Supreme Court
- » 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

- » *The Best Lawyers in America: Ones to Watch*, Labor and Employment Law - Management, and Litigation - Labor and Employment (2024-2025)
- » Leadership Council on Legal Diversity (LCLD), 2024 Pathfinder

## News & Insights

- » March 21, 2025 - EEOC and DOJ Release Joint Guidance on "DEI-Related Discrimination"
- » March 20, 2025 - EEOC Exerts Pressure on Law Firms to Discontinue DEI
- » March 19, 2025 - Appeals Court Lifts Injunction on DEI Related Executive Orders
- » February 26, 2025 - Preliminary Injunction Issued to Block Provisions of Executive Orders Limiting Diversity, Equity, and Inclusion Programs; Now What?
- » February 26, 2025 - FordHarrison Announces Two Attorneys Selected to Serve as 2025 LCLD Fellow and Pathfinder

## Events

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

## Offices

- » *New York:*  
366 Madison Avenue, 7th floor  
New York, New York 10017