

Johane Severin

Of Counsel

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Focus Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Immigration and Global Mobility
Higher Education
Healthcare

Overview

Johane Severin has experience litigating a wide variety of labor and employment matters. She represents employers in New York State and federal court, the Equal Employment Opportunity Commission, the New York State Division of Human Rights, and the New York City Commission on Human Rights. Johane also provides employers with sound legal counsel on decisions spanning the entire employment lifecycle. She often works with clients in healthcare and higher education, leveraging her dual degrees in Higher Education Management when she advises and counsels her higher education clients.

Prior to joining Littler, Johane served as an assistant attorney general in the Litigation Bureau of the New York State Office of the Attorney General. There she defended the state's higher education institutions against lawsuits challenging disciplinary, promotion, and termination decisions and alleging discrimination. Working in collaboration with in-house counsel, Johane investigated these claims, devised litigation strategies, and led litigation efforts. Her work included engaging in extensive motion practice, representing clients in court conferences and mediations, and taking and defending depositions.

Previously, Johane also served as an attorney in the Law Enforcement Bureau of the New York City Commission on Human Rights, where she investigated, made probable cause determinations, prosecuted, and conciliated employment-related complaints. This prior experience makes Johane one of New York's go-to litigators of claims under the New York City Human Rights Law and matters filed with the New York City Commission on Human Rights.

Johane also advises employers on immigration matters. Johane previously served as the supervising attorney of an Immigration Unit at Legal Services NYC, where she represented clients in both affirmative and defensive applications for immigration benefits.

Recognition

- Recipient, Louis J. Lefkowitz Award, in recognition of outstanding performance on behalf of the Office of the Attorney General and the People of the State of New York, 2020
- Member, Inaugural Class of Fellows, *Racial Justice Training Institute at the Sargent Shriver National Center on Poverty Law*, 2014
- Named, Edward V. Sparer Fellow, *Brooklyn Law School*, 2007

Education

J.D., Brooklyn Law School

M.S. Ed, University of Pennsylvania

B.A., Wesleyan University

Bar Admissions

New York

Courts

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

Publications & Press

How Artificial Intelligence Tools Can Increase Diversity

Littler ASAP

March 6, 2024

Growing scrutiny of stay-or-pay clauses trapping US workers

International Employment Lawyer

December 7, 2023

From wage theft to pay transparency, here are New York's new employment laws

International Employment Lawyer

October 2, 2023

Musings on the Supreme Court Affirmative Action Decision

New York Law Journal

July 19, 2023

Littler Adds Two Former Government Officials to New York City Office

Littler Press Release

September 19, 2022

Speaking Engagements

IE&D for Lawyers: Diversity Within the Legal Field and Navigating Diversity Efforts in the Wake of Recent Decisions

November 30, 2023