

## **Marcy A. Gilroy**

Senior Counsel

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## **Focus Areas**

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Leaves of Absence and Disability Accommodation  
Litigation and Trials  
Hiring, Performance Management and Termination

## **Overview**

Marcy A. Gilroy's practice focuses on multi-state employment litigation. She has more than 17 years of experience defending employers in lawsuits before various tribunals nationwide, including state and federal courts in New York, New Jersey, Pennsylvania and Florida. She has successfully handled a broad spectrum of employment claims in litigation, including:

- Harassment and discrimination
- Retaliation, including whistleblower claims
- Wrongful termination
- Interference and retaliation under the Family and Medical Leave Act (FMLA)
- Wage and hour violations
- Breach of contract
- Restrictive covenants
- Common law tort claims involving the employer-employee relationship

Marcy also provides counseling and advice to employers, both large and small, on employee relations issues such as family and medical leave, disability accommodations, and employee discipline and termination, and on conducting reductions-in-force, including compliance with state and federal Worker Adjustment and Retraining Notification (WARN) Act compliance. She has assisted employers with drafting and updating personnel policies and employment

handbooks, has conducted anti-harassment training seminars for employers in the State of New Jersey and has negotiated employment, severance and compensation agreements.

## Professional and Community Affiliations

- Member, Labor and Employment Section, New Jersey State Bar Association
- Member, American Bar Association
- Member, District VB Ethics Committee, 2003-2007

## Recognition

- Named, The Best Lawyers in America<sup>®\*</sup>, 2020-2023

\* For information about the standards for inclusion in Best Lawyers in America, please see <https://www.bestlawyers.com/about/MethodologyBasic.aspx>.

## Education

J.D., Syracuse University College of Law, 1998

B.A., Dickinson College, 1995

## Bar Admissions

New Jersey

New York

## Courts

U.S. District Court, District of New Jersey

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

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

## Publications & Press

**Best Lawyers in America<sup>®</sup> 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Best Lawyers in America<sup>®</sup> 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

## **Speaking Engagements**

**Success Strategies for Business in 2009 and Beyond**

Commerce and Industry Association of New Jersey, Financial Decision Makers' Roundtable

April 2009