



## Nicholas P. Jacobson

### Associate

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### Profile

**Nick assists employers with a variety of workplace issues to avoid litigation and effectively manage their workforce. He counsels employers regarding discrimination and harassment investigations, drafting employment and separation agreements, restrictive covenants, labor relations and compliance with state and federal laws, including:**

- Title VII of the Civil Rights Act of 1964;
- New York Human Rights Law (NYHRL);
- Americans with Disabilities Act (ADA);
- Fair Labor Standards Act (FLSA);
- Family and Medical Leave Act (FMLA); and
- Occupational Safety and Health Administration (OSHA) regulations.

Nick is also an experienced litigator who regularly defends employers in discrimination, retaliation, wage and hour, and other employment matters in state and federal court, as well as before the New York State Division of Human Rights and the Equal Employment Opportunity Commission. In addition to private employers, Nick represents schools in all facets of litigation and employee discipline proceedings.

While in law school, Nick interned as a law clerk for United States District Court Judge David N. Hurd in the Northern District of New York.

### Representative Presentations

- The FFCRA and the CARES Act -- Simplifying the Key Employment Law Provisions, Law Firm Alliance, April 7, 2020
- Responding to EEOC and State Agency Charges, Advanced Employment Law: What You Need to Know, June 5, 2019
- Drugs and Alcohol in the Workplace: Medical Marijuana and Other Considerations, Advanced Employment Law: What You Need to Know, June 5, 2019

### Honors & Affiliations

- Listed in:
  - *Best Lawyers®: Ones to Watch*, Labor and Employment Law - Management,

### Education

- Syracuse University College of Law (J.D., *cum laude*, 2014)
- State University of New York at Binghamton (B.A., *magna cum laude*, 2011)

### Bar/Court Admissions

- New York
- U.S. District Court for the Northern District of New York

### Practices

- Labor and Employment

2021

- *New York Super Lawyers*®, Upstate New York Rising Star, Employment Litigation: Defense, 2018 - 2020
- New York State Bar Association
- Onondaga County Bar Association
- Central New York Women's Bar Association