

Eboneé N. Hamilton Lewis

Shareholder

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Practice Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Training - Compliance, Ethics, Leadership
Wage and Hour

Overview

Eboneé N. Hamilton Lewis devotes the majority of her practice to representing companies in state and federal courts and before administrative agencies in the litigation of employment disputes involving claims of discrimination, harassment, retaliation, and wrongful discharge. Eboneé also conducts employment law training sessions for employees and management at every level aimed at preventing discrimination and harassment in the workplace.

Eboneé regularly guides management and human resources professionals through a broad range of employment law matters, including:

- Employee hiring
- Internal investigations
- Medical/family leave issues
- Disciplinary actions
- Reductions-in-force
- Development and implementation of workplace policies and employee handbooks

In addition, Eboneé advises companies on compliance with various state and federal employment-related laws respecting accommodation of disabilities, wage and hour, equal employment opportunity, retaliation and leaves of absence.

Eboneé brings to her practice a wealth of knowledge and a pragmatic attitude based on her experiences on secondment to a global medical technology company in 2010 and to a global provider of real estate and relocation services in 2007, where she gained invaluable insight as in-house employment counsel. While on secondment, Eboneé provided expert legal assistance and employment law advice to various business units; assisted in executing company-wide policies;

participated in the interdepartmental coordination of significant corporate initiatives; represented the legal perspective on projects related to employment law; oversaw and managed outside counsel on employment litigation and workers' compensation matters; and investigated and responded to internal complaints of discrimination and harassment, as well as charges filed with local, state and federal administrative agencies.

Dedicated to women's initiatives and diversity in the legal profession, Eboneé serves as the Newark Office liaison for the firm's Women's Leadership Initiative as well as participating in various committees and sections of regional bar associations.

Previously, Eboneé clerked for the Honorable Arthur N. D'Italia, New Jersey Superior Court. In law school, she was the managing editor of *Georgetown Journal of Gender and the Law*.

Professional and Community Affiliations

- Member, Diversity Committee - New Jersey State Bar Association, 2008-present
- Chair-elect, Women in the Profession Section - New Jersey State Bar Association, 2013-present
- Secretary, Women In the Profession Section - New Jersey State Bar Association, 2011-2012
- Trustee, Women In the Profession Section - New Jersey State Bar Association, 2010-2011
- Member, Association of Black Women Lawyers of New Jersey
- Chair, Scholarship Committee - Association of Black Women Lawyers of New Jersey, 2009 and 2011
- Member, Arbitration Advisory Committee - New Jersey Supreme Court, 2006-2010
- Co-chief diversity officer, New Jersey Women Lawyers Association, 2013-present
- Co-director, Public Policy - New Jersey Women Lawyers Association, 2010-2013

Recognition

- Named, Rising Star - New Jersey, *Super Lawyers*, 2009-present

Education

J.D., Georgetown University Law Center, 2002

B.A., Syracuse University, 1999, *Phi Beta Kappa*

Bar Admissions

New Jersey

New York

Courts

U.S. Court of Appeals, 2nd Circuit
U.S. Court of Appeals, 3rd Circuit
U.S. District Court, District of New Jersey
U.S. District Court, Northern District of New York
U.S. District Court, Southern District of New York
U.S. District Court, Eastern District of New York

Publications & Press

March 4, 2014

Newark Follows Jersey City to Enact Paid Sick Time Law
Littler ASAP

January 9, 2014

New Jersey Law Now Requires Employers to Post and Notify Employees of Gender Equity Laws
Littler ASAP

October 22, 2013

Paid Sick Leave Ordinance Adopted in Jersey City, New Jersey
Littler ASAP

July 26, 2013

New Jersey Law Requires Covered Employers to Provide Domestic Violence Leave
Littler ASAP

March 8, 2013

Littler Mendelson Names Eboneé Hamilton Lewis as Leadership Council on Legal Diversity Fellow
Littler Press Release

June 24, 2011

New Jersey Supreme Court Holds that Back and Front Pay Are Recoverable Even Absent Actual or Constructive Discharge
Littler ASAP

January 3, 2011

Littler Mendelson Announces the Promotion of 14 Associates to Shareholders
Littler Press Release

July 2, 2007

New Jersey Supreme Court Clarifies that Essential Job Functions Shape the Duty of Reasonable Accommodation and Light Duty Need Not Be Made Permanent
Littler ASAP

March 7, 2006

The New Jersey Appellate Division Addresses Mixed-Motive Discrimination Cases Post Desert Palace and Finds Sufficient Evidence on Plaintiff's LAD Disability Discrimination Claim
The Employment and Labor Law Alert

2001

Title VII of the Civil Rights Act of 1964, Overview
The Georgetown Journal of Gender and the Law

Speaking Engagements

June 26, 2013

Conducting Lawful Investigations: An Interactive Program for Internal Investigators
Littler Mendelson, Newark, NJ

May 18, 2012

Update – Winters v. North Hudson
Annual Meeting, Labor and Employment Section - New Jersey State Bar Association

May 17, 2012

Managing Leaves of Absence: Navigating the Bermuda Triangle of FMLA, ADA and Worker's Compensation
Center for Competitive Management Webinar

March 21, 2012

The Employee from Hell
Littler Mendelson, Newark, NJ

May 2011

Labor Law for Construction Lawyers
CLE Course - Pennsylvania Bar Institute

2010

Corporate Counsel Institute - Employment Law Panel
New Jersey Institute of Continuing Legal Education

2009

Eyes on Washington and Trenton: Strategies for Compliance
New Jersey Association of Legal Administrators

2008

Working for the Working Man: A Primer on the Practice of Labor and Employment Law
Northeast Black Law Student's Association Conference