

## Jena Y. Silverman

Associate

900 Third Avenue  
New York, NY 10022  
main: +1 (212) 583-9600  
direct: (212) 497-6853  
fax: +1 (212) 832-2719  
jsilverman@littler.com



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### Focus Areas

Discrimination and Harassment  
Investigations  
Leaves of Absence and Disability Accommodation  
Background Checks  
Arbitration

### Overview

Jena Silverman provides representation and advice to a wide array of corporate clients on a broad spectrum of employment-related issues. She regularly collaborates with in-house counsel, human resources professionals, and managerial staff, helping them navigate front-end compliance, address human resources challenges, and develop applicable and compliant policies and procedures. Jena's experience extends to conducting internal investigations, ensuring compliance with background check laws and regulations, and formulating effective litigation strategies.

In her role, Jena represents employers in both state and federal courts, as well as before various governmental entities, handling claims that encompass:

- Discrimination and harassment
- Retaliation
- Violations of the Equal Pay Act
- Leaves of absence and Accommodations
- Wage and hour law violations

Jena combines a mix of legal knowledge, business insight, and a sincere passion for advocacy in her practice. Prior to her tenure at Littler, she refined her litigation and negotiation skills at a plaintiffs' employment law firm in New York City. This experience allowed her to gain a comprehensive perspective on employment law by representing both employees and employers. With this dual understanding, Jena is adept at anticipating potential issues, arguments, and tactics

often employed by plaintiffs and their attorneys. She effectively identifies vulnerabilities and crafts robust defensive strategies to safeguard the interests of her corporate clients. Additionally, having previously worked in human resources, Jena possesses a deep understanding of the operational and HR challenges businesses face, which enables her to offer practical, solutions-driven guidance.

Beyond her legal proficiency, Jena's diverse background and previous work experience distinguish her in the field. Before becoming an attorney and serving as a human resources professional, she spent over five years as an investigative researcher for a private investigation company. This role equipped her with a skill set that she now applies as an employment attorney at Littler. Through her thorough approach to conducting background investigations, meticulously analyzing court documents and public records, and gathering intelligence through in-field surveillance, Jena has developed a keen eye for detail and critical analytical abilities. These refined skills allow her to effectively identify relevant details and patterns, challenge preconceived notions, devise innovative legal strategies, negotiate advantageous settlements, and address the intricate and multifaceted challenges faced by her clients at Littler.

## Recognition

- Recipient, The Dean's Award for Student Leadership, *New York Law School*
- Order of the Barristers, *New York Law School*
- Recipient, Noah P. Melnick Memorial Moot Court Award, *New York Law School*
- Recipient, Best Respondent Brief Award, *Charles W. Froessel Moot Court Competition*

## Education

J.D., New York Law School, 2020

B.A., Temple University, 2014

## Bar Admissions

New York

## Courts

New York Supreme Court

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

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

## Publications & Press

### **An Employer's Guide to New York State's New Lawful Absence Law**

*Littler ASAP*

November 29, 2022

## **Speaking Engagements**

**New York Update: What's Headed to Governor Hochul's Desk**

June 29, 2023

**Yet More Major New Changes in NY State and City Employment Law?!?**

March 15, 2023