



## Ivan R. Novich

Shareholder

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## Practice Areas

Litigation and Trials  
Appellate  
Discrimination and Harassment  
Leave and Accommodation

## Overview

Ivan R. Novich is an experienced employment litigator who represents clients in a broad array of employment-related cases, including those involving:

- Wrongful discharge
- Disparate treatment on the basis of race, age, sex, disability, national origin, and sexual orientation
- Retaliation
- Whistleblower matters
- Hostile work environments
- Failure to accommodate
- Implied contracts
- Defamation
- Wage and hour matters
- Financial Industry Regulatory Authority arbitration
- The Employee Retirement Income Security Act and severance
- Restrictive covenants

Ivan has tried and won numerous jury and bench trials, including cases involving week-long jury trials in which the plaintiffs' lawyers made high settlement demands immediately prior to the start of the trials. Ivan also has prevailed on numerous summary judgment motions and appeals. His clients include:

- Financial institutions and firms
- Corporations
- Small and mid-sized companies
- Individuals

Additionally, Ivan is a graduate of the University of Virginia School of Law National Trial Advocacy College and the National Institute for Trial Advocacy.

## Events & Speaking Engagements

### 2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

## Recognition

- Named, The Best Lawyers in America® \* , 2021-2025

## Education

LL.M., Temple University,

J.D., Rutgers School of Law,

B.A., Rutgers College, , *With High Honors*

## Bar Admissions

New Jersey

New York

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, D.C. Circuit

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

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

U.S. District Court, Western District of Pennsylvania

U.S. District Court, Eastern District of Michigan

U.S. District Court, Northern District of Illinois

U.S. District Court, Southern District of Indiana

U.S. District Court, Northern District of Ohio

U.S. District Court, Southern District of Ohio

## **Publications & Press**

### **New Jersey's New Year's Resolution: A New Law Limiting Restrictive Covenants?**

*Littler ASAP*

January 17, 2023

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

### **Littler Mendelson Welcomes Experienced Litigator Ivan R. Novich to its Newark Office**

*Press Release*

June 15, 2011