

## Jake H. Golicz

Associate

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## Practice Areas

Discrimination and Harassment  
Labor Management Relations  
Unfair Competition and Trade Secrets  
Litigation and Trials  
Construction  
Government Contracting

## Overview

Jake H. Golicz represents employers in both advising and litigating claims of unfair competition, trade secrets, and restrictive covenants in both state and federal courts and the Financial Industry Regulatory Authority. Jake also represents employers in a diverse range of employment matters, including claims of discrimination and harassment.

## Employment Contracts, Restrictive Covenants, and Unfair Trade Practices

- Advising clients on drafting and enforceability of employment agreements and restrictive covenants including noncompete and nonsolicitation agreements
- Securing emergency temporary restraining orders and preliminary injunctions
- Litigating cases involving unfair trade practices, misappropriation of trade secrets, and infringement on trade names
- Advising limited liability companies and limited partnerships on internal governance and membership/partnership disputes

## Harassment, Discrimination, and Retaliation

- Advising clients on avoiding claims related to discrimination, harassment, and retaliation with respect to Title VII, ADA, ADEA, CFEPA, and FMLA

- Representing clients in administrative proceedings before the Connecticut Commission on Human Rights and Opportunities and the Equal Employment Opportunity Commission
- Representing clients in both state and federal courts as well as arbitrations and mediations for discrimination, harassment, and retaliation claims
- Advise clients on policies and procedures to remain compliant with Title VII, ADA, ADEA, CFEPa, and FMLA

Prior to joining Littler, Jake was an associate attorney with a national AmLaw 100 firm advising national employers and local municipalities on both employment and commercial matters. Jake has extensive experience litigating matters throughout the country in various state and federal jurisdictions. While in law school, Jake served as a judicial intern for the Hon. Vanessa L. Bryant at the U.S. District Court, District of Connecticut.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Connecticut Bar Association
- Member, New Haven Bar Association

## Recognition

- Named, Rising Star, Connecticut, *Super Lawyers*, 2023-2024

## Education

J.D., Quinnipiac University School of Law, 2020

B.S., Sacred Heart University, 2017

## Bar Admissions

Connecticut

New Jersey

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, District of Connecticut

U.S. District Court, District of New Jersey

## Publications & Press

### **Connecticut Employers Can Terminate Employees Impaired by Medical Marijuana While Working; Appellate Court Also Provides Guidance for Reasonable Suspicion Drug Tests**

*Littler ASAP*

March 19, 2024

### **How Connecticut Employers Can Be Ready for Legislation that Became Effective January 1, 2024**

*Littler ASAP*

January 4, 2024