



## Rashmee Sinha

### Overview

Rashmee Sinha focuses her practice on labor and employment counseling and litigation. As a logical, strategic, and pro-active employment defense attorney, Ms. Sinha has a proven track record of extricating clients from suit in the early stages of litigation. Ms. Sinha handles complex wage and hour class/collective actions, including cases brought under the Fair Labor Standards Act, New York Labor Law, and New Jersey Wage Payment Law. She also handles claims under Employment Practices Liability Insurance, Directors and Officers and Errors and Omissions policies related to discrimination, harassment, retaliation, failure to accommodate, whistle-blower, and wrongful discharge on the basis of protected categories (i.e. age, sex, disability, race, gender, national origin, religion, pregnancy etc.).

Ms. Sinha has a strong track record of defending against sexual harassment cases including those involving high-profile defendants in state and federal court as well as before fair practice agencies. She understands the type of business and reputational disruption claims like these can cause, and works vigorously towards achieving a favorable resolution for her clients.

Ms. Sinha is experienced in managing all aspects of litigation, often complex, through summary judgment. Ms. Sinha provides day-to-day counseling on HR compliance issues and oversees hiring, on-boarding, disciplinary actions, leave requests, terminations, and benefits. She is experienced in all areas of employment litigation in both federal and state courts. She defends administrative proceedings and regulatory compliance investigations before numerous employment practice agencies including the EEOC, and the federal and state Department of Labor and the Department of Health. She has worked with and been endorsed by many insurance carriers in employment practices litigation. She has also been called upon to speak at annual training seminars for a carrier rated Superior "A+ XIII" by A.M. Best.

Ms. Sinha represents employers from industries including healthcare, construction, financial services, property management, insurance, technology, transportation, building services, hotel and hospitality, retail, manufacturing, power and energy, and pharmaceutical. She also counsels employers on employment and compliance issues including employment policies, contracts, discipline, terminations, leaves of absence, accommodations, complaints, investigations, benefits, proprietary information, restrictive covenants, reorganizations, and executive compensation.

Prior to joining Kaufman Dolowich, she was a member of an employment practices group at another top tier law firm. She interned for The Honorable Magistrate Judge Ronald Hedges in the United States District Court for the District of New Jersey. Rashmee is an active member of the Professional Liability Underwriting Society. She has been recognized as a "Rising Star" by Super Lawyers, and as an Emerging Leader by the Visionary Lions Club.



*Partner*  
*Diversity & Inclusion Committee Member,*  
*Marketing Subcommittee*

### Contact Information

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### Related Practices

- Labor and Employment Law
- Employment Practices Defense Litigation
- Wage & Hour Audits
- Human Resources Counseling and Training
- Wage & Hour/Fair Labor Standards Act (FLSA)
- Employment Practice Audits

## Admissions

- *New York*
- *New Jersey*
- *Pennsylvania*
- *U.S. District Court*
  - *Southern District of New York*
  - *Eastern District of New York*
  - *Northern District of New York*
  - *District of New Jersey*
  - *Eastern District of Pennsylvania*
  - *Middle District of Pennsylvania*
- *U.S. Court of Appeals*
  - *Second Circuit*

## Education

- *Seton Hall University School of Law – J.D.*
- *Boston University – B.A., International Relations & Economics*

## Professional Memberships

- *Defense Research Institute*
- *American Bar Association – Labor & Employment Section*
- *New York Bar Association – Labor & Employment Section*

## Awards

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- *Super Lawyers, Rising Star 2016, 2017, 2018, 2019*
- *Emerging Leader Award, Visionary Lions Club, 2013*

## Publications

- *NY Expands Whistleblower Law. Employers: Tread Carefully; New York Law Journal, authors Rashmee Sinha, Esq., Saranicole Duaban, Esq., Solomon Abramov, Esq., March 23, 2022*
- *BUSTED: New York Department of Labor Thwarts Over \$1 Billion in Unemployment Insurance Fraud Claims Amid the Coronavirus Pandemic*

## News

- *EMPLOYER ALERT: Governor Hochul Ushers in Sweeping Changes to Workplace Discrimination, Harassment, and Retaliation Laws*
- *EMPLOYER ALERT: NEW YORK CITY ISSUES ADDITIONAL GUIDANCE ON THE "KEY TO NYC" PASS FOR PRIVATE SECTOR EMPLOYERS*
- *REMINDER: New York State Paid Sick Leave Goes Into Effect Today*
- *Rashmee Sinha Joins Kaufman Dolowich As Employment Practices Liability Partner on Long Island*
- *KD Alert - Coronavirus: What Should Employers Do?*

## *Speaking Engagements*

- *"Recent Developments in Commercial, Labor, and Employment Law", Live Presentation, January 10, 2023*
- *WBWD Radio Zindagi, 2021*
- *RSUI Insurance, Atlanta GA – 2017, 2018*
- *Leading Age, New Jersey, 2017, 2018*
- *We Works Food Labs, 2019*
- *NJ Employment Law Hot Topics, 2019*
- *Coronavirus and the Workplace Presentation, February 2020*
- *Remote Workplace Accountability, Long Island Construction Finance Management Association, April 2021*