

Jemi Goulian Lucey

PARTNER

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I have learned that the key to being a successful litigator is there is no “key.” I cannot approach each case by rote, or by some formula that may have worked in the past. It is only when I devote my time and energy to a specific client that I can “win” the case for them, as winning is defined by them.

Jemi is a trial attorney who focuses her practice on employment, higher education, and complex litigation matters in state and federal court. She represents private and public entities, including institutions of higher learning, in employment discrimination and retaliation actions, professional negligence cases, Title IX claims, and general business disputes. She also lectures and consults on employment and human resources law and provides guidance related to litigation avoidance and the practical implications of various state and federal laws affecting employers.

Results may vary depending on your particular facts and legal circumstances.

HONORS & AWARDS

- Listed in The Best Lawyers in America© (a trademark of Woodward/White, Inc.) in the Labor and Employment Law - Management practice area (2024-present)
- American Bar Foundation Fellow
- Recognized by the Commerce & Industry Association of New Jersey (CIANJ) as one of NJ's women business leaders as part of CIANJ's celebration of Women's History Month 2021

Departments

Employment Law
Litigation
Healthcare

Practice Groups

Cannabis Industry
Higher Education

Education

Seton Hall University School of Law, J.D., 2003
Wake Forest University, B.S., 2000

Bar Admissions

New Jersey, 2003
New York, 2006
U.S. Supreme Court, 2008
U.S. District Court, District of New Jersey, 2003
U.S. District Court, Southern District of New York, 2006
U.S. Court of Appeals, Third Circuit, 2005

- Selected for inclusion by the *New Jersey Law Journal* on its 2020 list of the "Top Women in the Law," the publication's listing of attorneys in private, in-house and government practice who have "influenced the law and legal profession in exceptional ways"
- Recipient of the Professional Lawyer of the Year Award from the New Jersey Women Lawyers Association and the New Jersey Commission on Professionalism in the Law (2019)
- Selected for inclusion in 2018 by *NJBiz* on a list called "Leaders in Law" that appeared in the publication's Vanguard Series of professional profiles
- Selected for inclusion by the *New Jersey Law Journal* on its 2016 list of "New Leaders of the Bar," the publication's annual listing of outstanding attorneys under the age of 40 and practicing in New Jersey
- Listed in *New Jersey Super Lawyers* (a Thomson Reuters business) in the Employment Litigation: Defense, Professional Liability: Defense and Business Litigation practice areas (2021 - present)
- Listed in *Super Lawyers - New Jersey Rising Stars* (a Thomson Reuters business) in the Business Litigation practice area (2011 – 2018)
- Martindale-Hubbell® Peer Review Rated AV® Preeminent (a trademark of Internet Brands, Inc.)
- Recipient of the Young Lawyer of the Year Award from the Middlesex County Bar Association (2012)

Please visit our Award Methodology page for a description of the standard or methodology on which these accolades are based. Attorney Advertising: No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

REPRESENTATIVE MATTERS

Results may vary depending on your particular facts and legal circumstances.

- Since 2021, obtained summary judgment as lead defense counsel in four NJLAD and CEPA cases in favor of large multi-disciplinary employers where each case alleged damages exceeding \$1 million
- In 2023, obtained affirmance as head appellate counsel on granting of summary judgment in NJLAD case
- Since 2020, negotiated highly favorable settlements as lead counsel in NJLAD and CEPA cases on behalf of large multi-disciplinary employers where alleged aggregate damages exceeded \$10 million
- Extensive experience negotiating executive compensation/separation agreements across numerous business sectors
- Obtained voluntary dismissal of complaint by client's prior employer in application for an Order to Show Cause seeking temporary restraints in connection with non-compete and non-solicitation agreement
- Defense trial counsel in New Jersey Law Against Discrimination (NJLAD) and Conscientious Employee Protection Act (CEPA) case tried to verdict in New Jersey Superior Court. Obtained favorable rulings at trial to reduce the scope of compensatory damages, eliminate punitive damages,

and position the matter for appeal regarding a large body of prejudicial evidence which was ultimately excluded prior to verdict

- Significant trial participation in three legal and professional malpractice cases tried to verdict in New Jersey state and federal courts
- Achieved favorable settlement for mid-market industrial company in New Jersey federal action concerning breach of contract and warranty claims
- Extensive responsibility for day-to-day management of a \$900 million federal multi-party litigation involving the collapse of 7 World Trade Center on September 11, 2001. Specific roles included conducting all aspects of fact and expert discovery, analyzing multiple complex legal issues, engaging in dispositive motion practice and managing client relations
- Drafted significant portions of successful Opposition to Petition for Writ of Certiorari to the Supreme Court of the United States on behalf of financial advisory firm

UNIQUELY NJ

- New Jersey Women Lawyers Association: Executive Board and Nominations Co-Director (2023-2024); past President (2020-2021), President-Elect, Vice President, Co-Chief Financial Officer, Co-Chief Operating Officer, Co-Secretary; Judicial Outreach and Programming Committees past Co-Chair
- New Jersey State Bar Association; Higher Education Special Committee, Co-Chair; Labor and Employment Section, Executive Committee; Federal Practice and Procedure Section (past Chair)
- YWCA Northern New Jersey; past Secretary and Executive Board member
- Association of the Federal Bar of New Jersey; Second Vice President, former Treasurer and Trustee; Young Lawyers Committee (past Trustee Chair); Third Circuit Committee (past Vice Chair)
- Historical Society of the United States District Court for the District of New Jersey; Second Vice President
- Trial Attorneys of New Jersey
- John C. Lifland American Inn of Court (former Lead Barrister)

MORE ACTIVITIES & EXPERIENCE

- Jemi is a member of the firm's Diversity, Equity & Inclusion Leadership Team and the Outreach & Community Engagement and Women's Advancement Initiative (WAI) Focus Groups
- Former judicial intern to The Honorable Ronald J. Hedges, United States Magistrate Judge

PRESENTATIONS & SPEAKING ENGAGEMENTS

Moderator, 2026 Federal Practice Bench-Bar Symposium

Sponsor: *New Jersey Institute for Continuing Legal Education & Association of the Federal Bar of New Jersey*, March 31, 2026

Presenter, Business Essentials and Strategies for Lawyers – The Insiders' Knowledge that Will Help You Win Your Case

Sponsor: *New Jersey Institute for Continuing Legal Education*, March 16, 2026

Moderator/Panelist, Impact of 2025 Executive Orders on Institutions of Higher Education and the Viability of Judicial Scrutiny

Sponsor: *New Jersey State Bar Association*, May 15, 2025

Faculty, 2025 Federal Practice Bench-Bar Symposium

Sponsor: *New Jersey Institute for Continuing Legal Education*, April 10, 2025

Faculty, Managing the Dual Demands of a Legal Career and Caregiving

Sponsor: *New Jersey Institute for Continuing Legal Education*, December 11, 2024

Panelist, How Will the Supreme Court's Affirmative Action Ruling Affect College Admissions?

Sponsor: *New Jersey State Bar Association* , May 16, 2024

Presenter, Litigation Avoidance & Litigation Awareness: What In-House Counsel Need to Know About Employment Discrimination and Retaliation Litigation

Sponsor: *Association of Corporate Counsel New Jersey Chapter* , January 30, 2024

Faculty, Hot Topics in Higher Education

Sponsor: *New Jersey Institute for Continuing Legal Education*, January 24, 2023

Presenter, What Employers Should Know about Marijuana, COVID and More...

Sponsor: *New Jersey Builders Association*, June 21, 2022

Presenter, Remote Working, Vaccines and Employer Obligations Under the Americans with Disabilities Act

Sponsor: *Association of Defense Trial Attorneys*, May 17, 2022

Panelist, Breakfast with the Third Circuit Judges

Sponsor: *Association of the Federal Bar of New Jersey*, April 29, 2022

Panelist, Boardwalk Seminar® 2022: Employment Law

Demand Letter to Mediation – How to Value Your Case: Defense Perspective

Sponsor: *New Jersey Association for Justice*, April 28, 2022

Featured Speaker, The Value of Authentic Leadership

Sponsor: *The Lawyer's Edge*, March 29, 2022

Panelist, Practice What You Preach: Diversity and Inclusion in Hiring and Retention

Sponsor: *New Jersey Association for Justice*, December 9, 2021

Participant, Pathways to Leadership With NJWLA Past Presidents

Sponsor: *New Jersey Women Lawyers Association*, October 19, 2021

Panelist, The Architecture of the Workforce: Achieving Permanent Diversity and Inclusion in the Legal Profession

Sponsor: *New Jersey Association for Justice*, June 28, 2021

Presenter, Cannabis is Coming, Are You Ready?

Sponsor: *Downtown New Jersey*, June 18, 2021

Moderator, Pro Bono Practice and Your Career

Sponsor: *New Jersey Women Lawyers Association*, June 14, 2021

Panelist, Employment Discrimination Claims After Bostock v. Clayton County

Sponsor: *New Jersey State Bar Association Annual Meeting*, May 20, 2021

Speaker, How Title VII and Title IX Co-Exist Under the New Title IX Regulations

Sponsor: *New Jersey Institute for Continuing Legal Education*, April 20, 2021

Panelist, Hot Topics Impacting New Jersey's Building Industry Right Now: Cannabis and COVID

Sponsor: *New Jersey Builders Association*, April 13, 2021

Panelist, Pathways to Leadership

Sponsor: *New Jersey Women Lawyers Association*, March 1, 2021

Presenter, HR Litigation Concerns that Transcend the WFH Environment

Sponsor: *Association for Corporate Growth New Jersey Chapter*, January 19, 2021

Moderator, Professionalism, Advocacy, and the Woman Lawyer

Sponsor: *New Jersey Women Lawyers Association*, December 1, 2020

Panelist, Employment Law in the Federal Court – A Winter 2020 Update

Sponsor: *New Jersey Institute for Continuing Legal Education*, November 23, 2020

Speaker, 2020 Community Association Law Summit

Sponsor: *New Jersey Institute of Continuing Legal Education*, November 17, 2020

Moderator and Speaker, Title IX – The New Regulations

Sponsor: *New Jersey Institute for Continuing Legal Education*, November 16, 2020

Jemi Goulian Lucey (Cont.)

Speaker, The Impact of COVID-19 on Healthcare Industry Employers and Next Steps

Sponsor: *Greenbaum, Rowe, Smith & Davis LLP, NJ Hospital Association, NJ Healthcare Financial Management Association, Medical Society of NJ, and NJ Dental Association*, June 24, 2020

Presenter, COVID-19 and Your Business: A Close-up Look at FFCRA Compliance, Employee Benefits and Avoiding Potential Litigation

Sponsor: *New Jersey Builders Association*, June 23, 2020

Presenter, Title II of the CARES Act: Assistance for American Businesses and Families

Sponsor: *Clear Law Institute*, May 22, 2020

Moderator, Employment Law and the Federal Court

Sponsor: *New Jersey State Bar Association 2020 Annual Meeting and Convention*, May 14, 2020

Speaker, Appellate Litigation: What to Watch Out For in 2020 and Beyond

Sponsor: *The Knowledge Group*, March 3, 2020

Moderator and Speaker, The Nuts and Bolts of Federal Practice: Everything You Need To Know To Handle Federal Matters With Confidence

Sponsor: *New Jersey Institute for Continuing Legal Education*, November 4, 2019

Panelist, Legal Update: A Refresher on Existing & Highlights of New Laws Impacting HR Professionals

Sponsor: *Commerce and Industry Association of New Jersey*, October 16, 2019

Moderator, Federal Practice Insights for the Federal Practitioner

Sponsor: *New Jersey State Bar Association Federal Practice and Procedure Section*, October 15, 2019

Speaker, Practical Guidelines for Dealing with New Technology

Sponsor: *New Jersey Institute for Continuing Legal Education*, July 18, 2019

Panelist, Cannabis Law in New Jersey and the Intersection between State and Federal Law

Sponsor: *New Jersey State Bar Association*, May 16, 2019

Presenter, Legal Ethics of Electronic Communications and Inadvertent Disclosures

Sponsor: *The Gavel*, January 21-23, 2019

Presenter, Human Resource Law From Start to Finish

Sponsor: *National Business Institute*, November 28, 2018

Panelist, Clearing the Air: A Discussion of Key Issues For In-House Counsel Related to the Legalization of Cannabis in New Jersey

Sponsor: *Association of Corporate Counsel New Jersey*, September 21, 2018

Jemi Goulian Lucey (Cont.)

Speaker, The 2018 Employment Law Landscape in New Jersey: What Employers Need to Know

Sponsor: *Greenbaum, Rowe, Smith & Davis LLP*, August 14, 2018

Presenter, Human Resource Law from A to Z

Sponsor: *National Business Institute*, July 17-18, 2018

Organizer and Moderator, Title IX: Hot Topics

Sponsor: *New Jersey State Bar Association*, May 17, 2018

Moderator, A Woman's Place Is In the Courtroom

Sponsor: *U.S. District Court for the District of New Jersey & The Association of the Federal Bar of New Jersey*, May 3, 2018

Speaker, Employment Litigation: Ethical Considerations for In-House Counsel

Sponsor: *Association of Corporate Counsel New Jersey*, September 15, 2017

Speaker, Legal Ethics of Email

Sponsor: *NBI Seminars*, December 14, 2016

Speaker, Demonstratives vs. Admissible Evidence

Sponsor: *Middlesex County Bar Association Young Lawyers 101 Civil Practice Basics Seminar*, November 2011

Presenter, Annual Summer Associates Program

Sponsor: *New Jersey State Bar Association*, June 2011

Speaker, Electronic Evidence

Sponsor: *The John C. Lifland American Inn of Court*, 2008

PUBLICATIONS & ALERTS

Author, A3715: New Jersey Legislature Again Considers Limiting Reach of Restrictive Covenants

Greenbaum, Rowe, Smith & Davis LLP Healthcare Perspectives Blog, August 9, 2022

Quoted, Greenbaum Rowe Attys On Their NJWLA Leadership Roles

Law360 Pulse, August 5, 2022

Co-Author, Three Issues to Consider When Assessing the Impact of the U.S. Supreme Court's Decision in Dobbs v. Jackson Women's Health Organization

Greenbaum, Rowe, Smith & Davis LLP Healthcare Perspectives Blog, July 14, 2022

Co-Author, Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations

Garden State Focus, Winter 2021

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Co-Author, Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations
Greenbaum, Rowe, Smith & Davis LLP Client Alert, December 21, 2020

Co-Author, Sexual Violence and the New Title IX Rules: Where Do We Go from Here?
New Jersey Law Journal, August 26, 2020

Author, Employment Law Update: Schools in NJ Are Now Closed for the School Year: Next Up, What Parents and Employers Need to Know About Potential Summer Childcare Closures
Greenbaum, Rowe, Smith & Davis LLP Client Alert, May 5, 2020

Author, Employment Law Update: A Guide for Employers and Parents Regarding School and Childcare Center Closures

Greenbaum, Rowe, Smith & Davis LLP Client Alert, April 23, 2020

Author, Employment Law Update: Expansion of New Jersey's Family Leave Act to Cover COVID-19 Related Situations

Greenbaum, Rowe, Smith & Davis LLP Client Alert, April 15, 2020

Co-Author, Title II of the CARES Act: Assistance for American Workers, Families and Businesses

Greenbaum, Rowe, Smith & Davis LLP Client Alert, March 30, 2020

Author, COVID-19 Employment Law Update: Paid Sick and Family Leave vs. Unemployment Insurance Benefits

Greenbaum, Rowe, Smith & Davis LLP Client Alert, March 20, 2020

Author, Recent Amendments to New Jersey's Medical Marijuana Law Prohibit Employer Discrimination and Retaliation

Greenbaum, Rowe, Smith & Davis LLP Client Alert, August 21, 2019

Author, Recent Amendments to New Jersey's Paid Family Leave Laws: What Employers Need To Know
Greenbaum, Rowe, Smith & Davis LLP Client Alert, February 21, 2019

Co-Author, A Guide to the Pitfalls and Perils of Social Media in the Workplace

New Jersey Law Journal, February 4, 2019

Co-Author, New Jersey's Earned Sick and Safe Days Act Becomes Effective This Month: New Posting Requirement and Proposed Regulations

Greenbaum, Rowe, Smith & Davis LLP Client Alert, October 2018

Author, Federal Court Ruling Provides Clarification for New Jersey Employers On Use of Medical Marijuana in the Workplace

Greenbaum, Rowe, Smith & Davis LLP Client Alert, August 2018

Jemi Goulian Lucey (Cont.)

Author, New Jersey Employers Are Now Required to Provide Paid Sick Leave to Employees: What Are The Practical Implications?

Greenbaum, Rowe, Smith & Davis LLP Client Alert, May 2018

Co-Author, Proposed Legislative Expansion of Categories of Wrongful Death Damages in New Jersey Could Have Far-Reaching Implications

Greenbaum, Rowe, Smith & Davis LLP Client Alert, April 2018

Co-Author, An Overview of Two Recent Court Rulings on Employment Law Issues

Greenbaum, Rowe, Smith & Davis LLP Client Alert, April 2018

Author, Deconstructing History: *Fenemore vs. The United States*

Nunc Pro Tunc, publication of The Historical Society of the U.S. District Court for the District of New Jersey, 2004

NEWS

2026 Edition of *Best Lawyers* Recognizes 54 Attorneys in 41 Practice Areas: Eight Greenbaum Lawyers Recognized on “Ones to Watch” List

August 21, 2025

Jemi Goulian Lucey Installed as Second Vice President of Association of the Federal Bar of New Jersey

June 10, 2025

Thirty-Five Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2025 Edition of New Jersey Super Lawyers

March 20, 2025

Jemi Goulian Lucey to Speak at U.S. District Court Naturalization Ceremony

March 11, 2025

Thirty-Four Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2024 Edition of New Jersey Super Lawyers

March 26, 2024

2024 Edition of *Best Lawyers* Recognizes 59 Attorneys in 38 Practice Areas: Twelve Greenbaum Lawyers Recognized on “Ones to Watch” List; Five Selected for “Lawyer of the Year” Recognition

August 17, 2023

Four Greenbaum Women Attorneys Assume New Leadership Roles in New Jersey State Bar Association

May 31, 2023

Jemi Goulian Lucey to be Installed as Treasurer of the Association of the Federal Bar of New Jersey

May 3, 2023

Jemi Goulian Lucey and Jessica Carroll Take on New Leadership Roles in New Jersey Women Lawyers

Jemi Goulian Lucey (Cont.)

Association
July 28, 2022