

## Rachel Simone Frey

Associate

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### Focus Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Leaves of Absence and Disability Accommodation  
Litigation and Trials

### Overview

Rachel Simone Frey focuses her practice on counseling and representing management clients on labor and employment law matters. She has defended employers in state and federal court against claims of discrimination, harassment, retaliation, whistleblowing and various other employment-related claims. She has represented management clients in the Equal Employment Opportunity Commission (EEOC) and the New Jersey Division on Civil Rights. She has successfully written briefs and dispositive motions and handled oral argument, including in the New Jersey Superior Court, Appellate Division, and taken and defended numerous depositions.

In addition, Rachel counsels and represents management clients in unemployment compensation audits brought by the New Jersey Department of Labor. Rachel also focuses on noncompetition and nondisclosure agreements and provides training on a variety of employment law topics.

Before joining Littler, Rachel served as a deputy attorney general for the New Jersey Attorney General's Office representing various state agencies in employment and constitutional matters. Rachel also served as a law clerk to The Hon. Peter E. Warshaw, Jr., Presiding Judge in the Superior Court of the State of New Jersey, Criminal Division. During law school, she was a member of *Drexel Law Review* at Drexel University, Thomas R. Kline School of Law.

## Education

J.D., Drexel University, Thomas R. Kline School of Law, 2016, *cum laude*

B.A., Flagler College, 2011, *summa cum laude*

## Bar Admissions

New Jersey

Pennsylvania

## Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, District of New Jersey

New Jersey Supreme Court

New Jersey Superior Court

## Publications & Press

**Another Brick in the WALL: New Jersey's Latest Tool Targeting Businesses for Violating State Wage, Benefit, and Tax Law**

*Littler ASAP*

August 16, 2023

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

*Littler Insight*

January 17, 2023