



Emma J. Diamond

Of Counsel

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Overview

Emma J. Diamond represents and counsels employers facing a broad range of labor and employment law issues, including front-end compliance, diversity and inclusion, leaves and accommodations, discipline/performance management, employee trainings, internal investigations, terminations and separations, alternative dispute resolution and high-stakes litigation. Emma draws on her litigation experience to counsel employers on effective strategies to avoiding litigation, where possible, and on preparing for litigation when it is unavoidable.

On behalf of her clients, Emma has successfully resolved matters at the demand-letter stage and has won cases through dispositive motions and Second Circuit appeals. She has litigated cases in federal and state courts as well as in agency proceedings (DOL) and regularly defends employers and individual managers in cases involving claims such as:

- Wrongful termination
- Discrimination, harassment and retaliation
- Title VII of the Civil Rights Act of 1964
- New York State and City Human Rights Law
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Family and Medical Leave Act (FMLA)
- Federal and state whistleblower laws
- Fair Labor Standards Act (FLSA) and state wage and hour laws
- New York's Unemployment Insurance Law
- Traditional labor grievances and negotiations
- Employment policies, handbooks and contracts

In addition, Emma has extensive knowledge of federal and state child labor laws and regularly counsels clients on navigating all aspects of COVID-19, including restrictions and reopening requirements.

During law school, Emma was a summer associate in Littler's New York office and she rejoined the firm after graduation.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Pathfinder, Leadership Council on Legal Diversity
- Academy Member, National Employment Law Council
- Co-Chair, Next Level Affinity Group, National Association of Women Lawyers
- Host Committee, Sponsorship Subcommittee, National Association of Women Lawyers

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Named, Rising Star, *Super Lawyers*, 2020-2025

Education

J.D., Fordham University School of Law, 2016

B.A., Boston University, 2011

Bar Admissions

New York

Courts

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

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

U.S. Court of Appeals, 2nd Circuit

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2024

Littler Report

April 28, 2025

New York State Launches New Hotline for Workplace Sexual Harassment Complaints

Littler ASAP

July 20, 2022

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

A Return to Work Roadmap for New York Employers

Littler ASAP

May 21, 2020

Amendments to NYC Law Would Codify the ABC Test

Littler ASAP

May 4, 2020

A COVID-19 Roadmap for New York Employers

Littler ASAP

March 30, 2020

New York State Bans Discrimination Based on Reproductive Health Decision Making

Littler ASAP

November 15, 2019

New York State Has Adopted Amendments to Existing Minimum Wage Orders

Littler ASAP

December 28, 2016

Proposed Amendment to New York State Wage Orders Set To Substantially Raise Salary Requirements For Exempt Employees

Littler ASAP

November 1, 2016