



Gongyu Jerry Zhang

Associate

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Practice Areas

International Employment Law
Discrimination and Harassment
AI and Technology
Investigations
Financial Services
Retail
Home Health and Home Care

Overview

Gongyu “Jerry” Zhang’s practice encompasses a broad range of employment law matters, with experience in both litigation and international employment compliance. Jerry represents employers in cases involving discrimination, harassment, and retaliation, and advises international clients on cross-border labor and employment issues.

During law school, Jerry served as a summer associate in Littler’s New York office and as a legal intern with the Enforcement Division of the U.S. Equal Employment Opportunity Commission in Washington, D.C. Before attending law school, he worked as a consultant for a U.S.-based consulting firm in Shanghai, where he helped Fortune 500 clients with developing strategic and operational initiatives.

Professional and Community Affiliations

- Member, Asian American Bar Association of New York
- Member, Energy Bar Association

Education

J.D., William & Mary Law School, 2024
B.A., University of California, Berkeley, 2019, *with High Honors*

Bar Admissions

New York

Languages

Mandarin

Russian

Publications & Press

New York Enacts Sweeping Amendments to Child Labor Laws

Littler ASAP

August 21, 2025

The Global Guide Quarterly (Quarter 2, 2025)

Littler Global Guide Quarterly

July 23, 2025

Employer Tips As Deepfakes Reshape Workplace Harassment

Law360

July 9, 2025

Deepfakes and Digital Harassment: What Employers Need to Know in 2025

Littler ASAP

June 13, 2025

The Global Guide Quarterly (Quarter 1, 2025)

Littler Global Guide Quarterly

April 23, 2025

The Global Guide Quarterly (Quarter 4, 2024)

Littler Global Guide Quarterly

January 23, 2025

High Court Reaffirms Preponderance-of-the-Evidence Standard for FLSA Overtime Exemptions

Littler ASAP

January 17, 2025