



Janae Cummings

Associate

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Practice Areas

Unfair Competition and Trade Secrets
Handbooks and Policies
Litigation and Trials
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
HR Advice and Counsel

Overview

Janae Cummings provides strategic counsel to businesses on a wide range of employment matters for clients across multiple industries, including compliance with federal and state leave laws, wage and hour regulations, and protection from unfair competition. In her litigation practice, Janae frequently litigates discrimination, harassment and retaliation claims on behalf of employers. She also regularly represents clients before the Equal Employment Opportunity Commission (EEOC) and the New York State Division of Human Rights (NYSDHR). Janae has also litigated cases against employees who have misappropriated trade secrets and breached confidentiality and nondisclosure agreements. Janae has significant experience conducting and advising on workplace investigations.

Janae also is skilled in drafting employment-related documents, including confidentiality agreements with noncompete and nonsolicit clauses, employee handbooks and other employment policies. Her holistic approach makes her a trusted partner for many employer's business needs.

During law school, she was involved in the Black Law Students Association (BLSA) as Attorney General and a member of the *Brooklyn Journal of International Law* as an Articles Editor. Prior to law school, Janae was an English teacher in Dubai, United Arab Emirates.

Professional and Community Affiliations

- Member, Diversity Committee/Smooth Moves Planning Committee, New York State Bar Association, 2017-present

Recognition

- Named, 10 Under 10, *Adelphi University*
- Named, Levermore Global Scholar

Education

J.D., Brooklyn Law School, 2019

B.A., Adelphi University, 2013

Bar Admissions

New York

New Jersey

Courts

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

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

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

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

Publications & Press

The Price is Rights: Getting the United Arab Emirates Up to International Speed in the Labor Law Department

Brooklyn Journal of International Law

2018