



## Rachel Seaton Brownell

Shareholder

One Newark Center  
1085 Raymond Boulevard, 8th Floor  
Newark, NJ 07102  
main: +1 (973) 848-4700  
direct: (973) 848-4762  
fax: +1 (973) 643-5626  
rsbrownell@littler.com



---

### Overview

Rachel Seaton Brownell represents employers in a broad range of employment law matters including harassment, discrimination and whistleblower litigation. She has worked on matters for clients in cases before federal and state courts in New Jersey and New York and has handled matters before the Equal Employment Opportunity Commission (EEOC), the New Jersey Division on Civil Rights and the New York State Division of Human Rights.

Prior to joining Littler, Rachel clerked for the Hon. Joseph P. Quinn in the Superior Court of New Jersey. During law school she was a member of the Interscholastic Moot Court Board and served as senior comments editor of the *Seton Hall Circuit Review*. Through her participation in the Impact Litigation Clinic, she and her partner represented a plaintiff in an appeal before the U.S. Court of Appeals for the Second Circuit in a discrimination claim based on disability.

### Recognition

- Named, Stand-Out Lawyer, *Thomson Reuters*, 2024
- Order of the Coif
- Quarter-Finalist, Robert F. Wagner Interscholastic Labor and Employment Law Moot Court Competition
- Quarter-Finalist and Recipient, Best Petitioner's Brief Award, *Eugene Gressman Moot Court Competition*

### Education

J.D., Seton Hall University School of Law, 2011, *magna cum laude*  
B.S., The College of New Jersey, 2008, *cum laude*

### Bar Admissions

New Jersey  
New York

### Courts

U.S. Court of Appeals, 2nd Circuit  
U.S. Court of Appeals, 3rd Circuit  
U.S. District Court, District of New Jersey  
U.S. District Court, Eastern District of New York  
U.S. District Court, Southern District of New York

## **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

### **Open House on Classification of Commissioned Real Estate Salespeople? New Jersey Court Rules ABC Test Does Not Apply for State Wage Payment Claims**

*Littler ASAP*

February 13, 2023

### **New Jersey High Court Says Separate Corporate Structure Not Enough to Establish Independent Contractor Status**

*Littler ASAP*

August 3, 2022

### **New York, New Jersey and Connecticut Issue Restrictions on Workplace Operations in Response to COVID-19**

*Littler ASAP*

March 22, 2020

### **Littler Elevates 28 Attorneys**

*Press Release*

January 2, 2019

### **Job Applications Can Cut Short Protracted Litigation**

*Law360.com*

September 5, 2014

### **Keeping it Short: Employers Can Use Employment Applications to Reduce Employees' Time to Sue**

*Littler ASAP*

July 2, 2014

### **All Claims Are Not Created Equal: Challenging the Breadth of Immunity Granted by the Communications Decency Act**

*Seton Hall Circuit Review*

Spring 2010

## **Events & Speaking Engagements**

### **Navigating the New Jersey Department of Labor: Ensuring Wage, Hour and Benefit Compliance**

Newark, NJ

October 30, 2024

### **Sharp Turn Ahead! An Employer's Roadmap to Recent Legislative Developments in New Jersey**

Newark, NJ

November 5, 2019