



Rachel Simone Frey

Associate

One Newark Center
1085 Raymond Boulevard, 8th Floor
Newark, NJ 07102
main: +1 (973) 848-4700
direct: (973) 848-4763
fax: +1 (973) 643-5626
rfrey@littler.com



Practice Areas

Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Leave and 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

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2024

Littler Report
April 28, 2025

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 ASAP
January 17, 2023