



## Vinay Patel

Associate

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## Overview

Vinay Patel focuses his practice on labor and employment law issues. He is particularly interested in issues related to discrimination, harassment, retaliation, whistleblowers, wage and hour, and training. Vinay has experience representing clients in federal and state court as well as administrative agency proceedings. He has worked with clients in various industries including healthcare, financial services, and education. He has handled matters involving claims under Title VII, ADEA, FLSA, FMLA, whistleblower and retaliation laws, and related New York State and City laws. Vinay has worked on cases at various stages of litigation, including by preparing discovery, drafting dispositive motions, and preparing for trial. In addition to litigation experience, Vinay has provided advice and counsel to employers on a range of employment matters.

During law school, Vinay participated in a judicial externship for Hon. Gregory H. Woods in the Southern District of New York and Columbia Law School's Sexuality and Gender Law Clinic. He also served as the managing articles editor for the *Columbia Journal of Race and Law*, the co-president of the South Asian Law Students Association, and a coach for the Williams Institute Moot Court team.

## Recognition

- James Kent Scholar, *Columbia University School of Law*

## Education

J.D., Columbia University School of Law, 2021  
B.A., Northwestern University, 2018, *cum laude*

## Bar Admissions

New York

## Courts

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

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

## **Publications & Press**

### **Annual Report on EEOC Developments – Fiscal Year 2024**

*Littler Report*

April 28, 2025

### **FCC Takes Aim at Media Companies' IE&D Efforts**

*Littler ASAP*

April 14, 2025

### **New York City's Safe Hotels Act Creates New Obligations**

*SHRM*

January 3, 2025

### **New York City's Safe Hotels Act Creates New Obligations for Hotel Owners and Operators**

*Littler ASAP*

November 22, 2024

### **New Anti-Money Laundering Whistleblower Improvement Act Expands Coverage and Strengthens Incentives for Whistleblowers**

*Littler ASAP*

February 8, 2023

### **Pro Bono Week Podcast – Law Firm Antiracism Alliance: Police Brutality**

*Littler Podcast*

October 28, 2022

### **Racially Motivated Spying Pretext: Challenging the FBI's New Regime of Racialized Surveillance**

*Colum. J. Race & L.F.*

February 2021