



RHONDA L. EPSTEIN, ESQ.

Employment, Co-op and Condominium

Rhonda L. Epstein, Esq. is a seasoned litigator with more than 35 years of wide-ranging experience in civil litigation. She concentrates her legal practice primarily in the areas of employment law and housing discrimination. Ms. Epstein is also experienced in various matters involving the directors and officers of cooperatives and condominiums, their Board of Directors, and property managers.

Ms. Epstein has handled cases arising under Federal, State and local discrimination laws including, The American with Disabilities Act, Title VII of the 1964 Civil Rights Act, Section 1981, the Age Discrimination in Employment Act, the Fair Housing Act, and the Family Medical Leave Act, as well as the New York State Executive Law, and the New York City Administrative Code. She has litigated all phases of these matters from inception through appeal in both the Federal and State Courts. Ms. Epstein has regularly appeared before administrative agencies such as the Equal Employment Opportunity Commission (EEOC), the Department of Housing and Urban Development (HUD), the New York State Division of Human Rights and the New York City Commission on Human Rights. Additionally, she has participated in union arbitrations conducted through the auspices of the Realty Advisory Board.

She also has expertise and deep experience in defending claims stemming from the business judgment of corporate boards including housing cooperatives, condominiums, homeowner associations and not-for-profit organizations, litigating disputes involving the rights and powers of boards to control policy, hold corporate elections, enforce by-laws and lease provisions, and litigating disputes with sponsors and holders of unsold shares. She is a member of the New York City Bar Co-op and Condo Committee.

Ms. Epstein is a longtime proponent of Alternative Dispute Resolution and for the second year in a row, was voted a Top 10 Arbitrator in the 2023 *New York Law Journal* "Best Of" survey. As a litigator, she has mediated hundreds of cases in Federal court, EEOC, and private mediation. In 2021 and 2019, Ms. Epstein was sworn in as a mediator to both the United States District Court for the Eastern District of New York and the United States District Court for the Southern District of New York respectively. She is also an affiliate member of the New York City Bar Association Alternative Dispute Resolution Committee and is a volunteer mediator with the EEOC. Prior to joining NAM as a neutral, she served as a Supervising Attorney for a prominent New York law firm and as an in-house counsel for the Chubb Group of Insurance Companies. In that role, she supervised attorneys and a support staff with a combined caseload of more than two hundred files annually.

Ms. Epstein, Esq. is available to mediate and arbitrate employment, housing, and co-op and condo matters throughout the New York Metro area.

AREAS of EXPERIENCE

- Co-op/Condominium
- Employment Discrimination based on Age, Race, Gender, National Origin, Disability, Religion and Sexual Orientation
- Equal Employment Opportunity Law
- Executive Employment and Severance Agreement
- Executive Employment Law
- Fair Employment Practices n
- Fair Labor Standards n
- Family and Medical Leave Act
- Harassment
- Personal Policies
- Reasonable Accommodations in the workplace due to disability(ies)
- Retaliatory Discharge
- Sexual Harassment
- Title VII Discrimination
- Wage & Hour Law
- Wrongful Termination

LECTURES and PUBLICATIONS

- Panelist, *Positive Outcomes - Mediating Employment Matters and Minimizing Negative Tax Consequences*, webinar presented to the New York State Academy of Trial Lawyers, 2023
- Speaker, *Inside the Mind of the Mediator: Avoiding Impasse and Maximizing Outcomes in Mediation* presented to Gordon & Rees, 2022
- Speaker, *Sex Discrimination & Sex Abuse in the Workplace, School and Sports*, webinar presented to the New York State Academy of Trial Lawyers, 2021
- Panel Member, *Arbitration and Mediation in the Workplace – Important Considerations for an ADR Program*, webinar presented to Law.com, 2020
- Author, *The Room Where Mediation Happens: 2020 Insights for a Successful Employment Dispute Resolution*, New York Law Journal Labor and Employment Special Report, 2020
- Speaker/Panel Member, *Tips, Best Practices and Hot Button Issues of Commercial Mediation & Arbitration*, webinar presented to Law.com, 2019
- Speaker/Panel Member, *Know Before You Go: The Latest Developments and Best Practices in Alternative Dispute Resolution for Corporate Counsel*, ACC-NYC In-House Tool Kit, 2019

HONORS and AWARDS

- *New York Law Journal* "Best Of" survey, Top 10 - Best Individual Arbitrator Category, 2022, 2023

LEGAL EXPERIENCE

- Eustace, Marquez, Epstein, Prezioso & Yapchanyk (In-house counsel for Chubb Group of Insurance Companies)
 - Supervising Attorney, 1996-2019
 - Associate Attorney, 1987-1996
- Gladstein & Isaac, Associate Attorney, 1983 -1987

PROFESSIONAL LICENSES and ADMISSIONS

- New York State Bar
- United States District Court, Northern District of New York, 2013
- United States District Court, Western District of New York, 2012
- United States District Court, Eastern District of New York, 1985
 - Mediator, 2021
- United States District Court, Southern District of New York, 1985
 - Mediator, 2019
- United States Court of Appeals, Second Circuit, 1992

PROFESSIONAL AFFILIATIONS and ASSOCIATIONS

- New York City Bar Association
 - Affiliate Member, Dispute Resolution Committee
 - Member, Cooperative and Condominium Law Committee
- Member, Brooklyn Women’s Bar Association
- Volunteer Mediator, Equal Employment Opportunity Commission (EEOC)

EDUCATION

- Hofstra University School of Law, J.D.
- Brooklyn College of the City University of New York, B.A., *magna cum laude*