



RHONDA L. EPSTEIN, ESQ.

Employment Law / Co-op and Condo Law Specialist

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, homeowners 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. As a litigator, she has mediated hundreds of cases in Federal court, EEOC, and private mediation. In 2019, Ms. Epstein was sworn into the United States District Court for the Southern District of New York as a mediator. She is also a volunteer mediator with the EEOC. Prior to joining NAM (National Arbitration and Mediation) 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.

As both a litigator and mediator, Ms. Epstein has successfully counseled, supervised, and mediated employment law cases related to claims of age, national origin, sexual orientation, gender identity, disability, religion, and pregnancy discrimination. She has taught continuing legal education (CLE) seminars on the topics of employment discrimination, sexual harassment and co-op and condo disputes and has managed the CLE programming for three house counsel offices. She is well respected professionally by both sides of the bar and is known for her fair and objective approach to the resolution of cases. Ms. Epstein has been awarded an AV Preeminent Peer Rating by Martindale-Hubbell. Further, she volunteers her time as a mediator for the Equal Employment Opportunity Commission (EEOC).

Rhonda L. 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

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

LECTURES AND PUBLICATIONS

- 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*, Law.com webinar, 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

LEGAL EXPERIENCE

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

PROFESSIONAL LICENSES and ADMISSIONS

- Mediator, United States District Court for the Southern District of New York, 2019
- United States District Court for the Northern District of New York, 2013
- United States District Court for the Western District of New York, 2012
- United States Court of Appeals for the Second Circuit, 1992
- United States District Court for the Southern District of New York, 1985

- United States District Court for the Eastern District of New York, 1985
- New York State Bar, 1984

PROFESSIONAL AFFILIATIONS and ASSOCIATIONS

- Volunteer Mediator, Equal Employment Opportunity Commission (EEOC), 2019
- New York City Bar Association's Cooperative and Condominium Law Committee, 2019

EDUCATION

- Hofstra University School of Law, J.D., 1993
- Brooklyn College of the City University of New York, B.A., *magna cum laude*