

## RICHARD BAHRENBURG

**Partner** / New York City

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### **Richard Bahrenburg represents management clients in all manner of matters involving labor and employment law.**

Richard is a seasoned labor and employment attorney with over a decade of extensive litigation and appellate experience. Having tried multiple cases to jury verdict, Richard brings deep courtroom expertise to his practice, ensuring clients receive steadfast representation and at every stage of legal proceedings.

His diverse background—spanning in-house counsel at the New York City Legal Department and private practice at a multinational boutique law firm—provides him with a comprehensive understanding of the challenges employers face and the legal strategies necessary to address them. As an appellate lawyer, Richard navigates complex legal issues with precision, crafting compelling arguments that uphold his clients' interests.

Richard has represented employers across administrative, state, federal, and arbitration proceedings on matters including wage and hour disputes, discrimination claims, and retaliation cases. He also provides proactive counsel on employment law compliance, covering a wide range of workplace regulations, including substantial experience in Americans with Disabilities Act (ADA) compliance and accommodations, Family and Medical Leave Act (FMLA) matters, Title VII, privacy regulations, workforce restructuring, handbook development, background checks, WARN notices, employee training, and employee performance management.

Beyond legal advocacy, Richard works closely with clients to guide them through difficult HR situations, offering strategic support on sensitive employment matters. His approach is anchored in his unwavering commitment to the best interests of his clients, ensuring thoughtful, real-world pragmatic solutions in all aspects of case management.

Richard is a member of the Leadership Counsel on Legal Diversity, underscoring his dedication to fostering diversity and inclusion within the legal profession.

## EDUCATION

- » Georgetown University Law Center (J.D., 2014)
- » Stony Brook University (B.A., 2010)

## BAR ADMISSIONS

- » New York

## COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the Second Circuit
- » U.S. District Court for the Southern District of New York
- » U.S. District Court for the Eastern District of New York
- » U.S. District Court for the Northern District of New York

While attending Georgetown Law, Richard was a Pro Bono Scholar, a Quarter-Finalist in the 43rd Annual Leahy Moot Court Competition, and an Editorial Board Member of the Georgetown Journal of Gender and the Law.

Outside of his legal practice, Richard is an avid long-distance cyclist. Each year, he rides from Boston to New York City to raise funds for charitable causes and essential services that support those in need across NYC.

## Representative Experience

- » Successfully litigated an appeal at the Second Circuit Court of Appeals regarding a complex employment issue.
- » Received favorable jury verdicts following civil jury trials in both the Southern and Eastern Districts of New York.
- » Reached favorable settlement agreements in multiple class/multi-party actions.

## Honors & Awards

- » *The Best Lawyers in America: Ones to Watch*, Labor and Employment Law - Management, and Litigation - Labor and Employment (2024-2025)
- » Leadership Council on Legal Diversity (LCLD), 2024 Pathfinder

## News & Insights

- » August 13, 2025 - Sixth Circuit Requires Proof of Intent for Employers to be Liable for Harassment by a Nonemployee
- » August 11, 2025 - Inclusion Without Violation: Navigating the Attorney General's New DEI Guidance
- » July 01, 2025 - Supreme Court Limits the District Courts' Ability to Issue Universal Injunctions Against Executive Orders and Agency Action
- » June 09, 2025 - Texas Federal Court Vacates Portions of EEOC's 2024 Title VII Guidance on Gender Identity
- » June 05, 2025 - U.S. Supreme Court Rejects Higher Pleading Standard for Reverse Discrimination Claims

## Events

- » September 13, 2023 - Impact of Recent Legislation on DEI Programs - Complimentary Webinar

## Offices

- » *New York:*  
366 Madison Avenue, 7th floor  
New York, New York 10017