

## STEVEN BALKEN

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### **Steven Balken's legal practice is focused on the representation of businesses in employment litigation matters.**

Steven is skilled in representing clients throughout various stages of litigation in state and federal court, as well as in agency administrative proceedings, and in arbitration. His experience encompasses drafting effective briefs, pleadings, and motions, advocating persuasively in court conferences and mediations, proficiently taking and defending depositions, and negotiating favorable settlements. He excels in researching statutory and precedential authority.

Before joining FordHarrison, Steven was an associate in the employment litigation department of a New York-based general practice firm. There, he represented clients in employment disputes involving allegations of employment discrimination, retaliation, workplace harassment, disability and religious accommodations, wage and hour violations, and breach of employment contracts. Earlier in his career, he interned at Justice Leon Ruchelsman's Chambers in the New York State Supreme Court, Kings County, Commercial Division.

### **Representative Experience**

- » Defended a healthcare provider network in the New York State Supreme Court (New York County) against failure to accommodate disability and discriminatory discharge claims under New York State and City Human Rights Law
- » Appealed in the U.S. Court of Appeals for the Second Circuit on behalf of a homecare agency from a decision by the U.S. District Court for the Eastern District of New York in a class-action lawsuit involving wage and hour violation claims under the Fair Labor Standards Act and New York Labor Law
- » Defended a multi-state mortgage brokerage in the U.S. District Court for the Eastern District of New York from wage and hour violation claims under the Fair Labor Standards Act and New York Labor Law, as well as sexual harassment

### **EDUCATION**

- » Benjamin N. Cardozo School of Law (J.D., 2022)
- » Touro College (B.A., *summa cum laude*, 2018)

### **BAR ADMISSIONS**

- » New York
- » New Jersey

### **COURT ADMISSIONS**

- » U.S. Court of Appeals for the Second Circuit
- » U.S. Court of Appeals for the Third Circuit
- » U.S. District Court for the Eastern District of New York
- » U.S. District Court for the Southern District of New York
- » U.S. District Court for the Northern District of New York
- » U.S. District Court for the District of New Jersey
- » New York State Courts
- » New Jersey State Courts

claims under New York State Human Rights Law

- » Guided an esthetician business through administrative proceedings in the New York State Division of Human Rights to defend against claims of citizenship and national origin discrimination and retaliation under New York State Human Rights Law
- » Defended a homecare agency in U.S. District Court for the Eastern District of New York against retaliation claims under the Fair Labor Standards Act and New York Labor Law

## News & Insights

- » September 30, 2024 - How Courts Have Analyzed Discrimination Claims after the U.S. Supreme Court's Decision in *Muldrow v. City of St. Louis*, Missouri: What New York Employers Need to Know

## Offices

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