

RUOFEI XIANG

Counsel / New York City, Berkeley Heights
rxiang@fordharrison.com / P: 212-453-5939

Ruofei Xiang is a management-side labor and employment attorney who partners with employers to address workplace challenges before they become disputes and to defend their interests when litigation arises.

She advises businesses on day-to-day employment decisions, workforce management, employee relations, compliance, and risk mitigation, bringing a practical perspective to issues that often require balancing legal considerations with operational realities.

Ruofei counsels employers across a broad range of industries, including manufacturing, transportation and logistics, warehousing, hospitality, food and beverage, real estate, staffing and recruiting, art, and creative services. Her counseling practice encompasses personnel decisions, performance management, employee discipline, worker classification, reductions in force, workplace investigations, employment policies, and regulatory compliance. She also works with employers to develop and implement handbooks, employment agreements, restrictive covenants, confidentiality agreements, separation agreements, independent contractor agreements, and other workplace policies and documentation.

When disputes arise, Ruofei represents employers in federal and state courts, administrative proceedings, and agency investigations. She has defended claims involving discrimination, harassment, retaliation, wrongful termination, wage/hour and other labor law violations, restrictive covenants, and breach of contract. Her litigation experience spans the full life cycle of a matter, from early case assessment and discovery strategy through depositions, dispositive motions, settlement negotiations, and trial preparation.

Ruofei also regularly conducts workplace investigations and provides training to managers, human resources professionals, and employees on harassment prevention, workplace compliance, business ethics, employer policies, and emerging employment law developments. She has served as primary outside employment counsel to businesses ranging from closely held companies to international employers and has developed employment policies

EDUCATION

- » American University, Washington College of Law (J.D., 2011)
- » University of Michigan (B.A., 2008)

BAR ADMISSIONS

- » New York
- » New Jersey

COURT ADMISSIONS

- » U.S. Court of Appeals for the Second 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 District of New Jersey

LANGUAGES

- » Mandarin Chinese (fluent)

and compliance programs for organizations operating across multiple states.

Her experience working with international businesses adds another dimension to her practice. Ruofei has coordinated with foreign counsel on employment policies and agreements for overseas affiliates and subsidiaries and has served as employment counsel to U.S. operations of foreign-based companies. She has professional proficiency in Mandarin Chinese and experience assisting Chinese companies doing business in the United States and businesses with cross-border legal matters.

Representative Experience

- » Defended national restaurant chain in discrimination, harassment, and retaliation claims in state and federal courts throughout the Northeast.
- » Served as outside employment counsel to U.S. subsidiary of major Chinese appliance manufacturer.
- » Defended client against fraudulent inducement claim concerning terms of an employment relationship, culminating in a favorable New York Court of Appeals decision that has become an important reference point in subsequent cases concerning New York's limitation on recoverable fraud damages.
- » Represented international biotechnology company in employment litigation involving unfair competition, misappropriation of trade secrets, and breach of restrictive covenant claims.
- » Counsels employers across a range of industries on workforce management, personnel decisions, performance and disciplinary matters, employee relations, worker classification, reductions in force, workplace investigations, multi-state compliance, and the development of employment policies and agreements.
- » Defends employers in federal and state courts, administrative proceedings, and agency investigations involving discrimination, harassment, retaliation, wrongful termination, wage and hour issues, restrictive covenants, breach of contract, and other employment-related claims, managing matters from early assessment through discovery, dispositive motions, settlement, and trial preparation.
- » Conducts internal workplace investigations and provides training to managers, human resources professionals, and employees on harassment prevention, workplace

compliance, business ethics, employer policies, and developments in employment law.

Honors & Awards

- » "New York Rising Stars" *Super Lawyers Magazine* (2017-2026)

Memberships

- » New York State Bar Association
- » New York City Bar Association
- » Asian American Bar Association

Offices

- » *New York:*
366 Madison Avenue, 7th floor
New York, New York 10017
- » *Berkeley Heights:*
300 Connell Drive
Berkeley Heights, New Jersey 07922