

Judith Kong

Associate

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Areas of Focus

Labor + Employment | Employment Counseling and Training | Internal Investigations | Labor Management Relations | Employment Litigation, Arbitration and Mediation | Non-Competes, other Restrictive Covenants, Trade Secrets and Raiding

Overview

Judith Kong counsels employers on a wide range of employment policies, practices and other matters, helping them achieve business objectives with solutions that align with their company values and risk profiles. She draws on significant employment litigation experience — particularly in harassment and discrimination matters — to present effective ways to prevent future legal issues before they arise.

By ensuring arguments are based on solid factual and legal footing and then advocating those positions as a highly skilled writer, Judith positions her clients to achieve early and positive resolutions. Clients also appreciate her commitment to teamwork and her ability to explain how highly nuanced employment laws can impact their businesses.

Judith also conducts and supports investigations of allegations pertaining to harassment, discrimination, and other sensitive employment matters. As part of the investigation process, she further adds value by identifying ways employers can improve their performance management and auditing processes to minimize perceptions of unfair or biased treatment and prevent such claims from arising in the future.

In her career, Judith also had the unique opportunity to serve on a marketing agency client's diversity and inclusion committee, where she worked to develop diversity programming to foster inclusion and retention of diverse employees. She gained firsthand insight into the diversity and inclusion challenges clients face and the ways employment laws intersect with a client's diversity goals.

Representative Experience

- Defended a technology company against claims of gender discrimination and retaliation. Negotiated a favorable settlement, which helped the company avoid negative publicity and unnecessary distractions as it prepared to go public.
- Represented a financial services firm in a DOL inquiry regarding COVID-19 safety practices. Counseled the client on how to best communicate its safety policies and procedures to the DOL, which resolved the inquiry almost immediately.
- Counseled a major media holding company with agencies throughout the U.S., on numerous compliance, safety and reopening issues related to the COVID-19 pandemic, including the preparation of return-to-work plans across federal, state, and city jurisdictions.
- Won dismissal of multiple discrimination, harassment, retaliation and unequal pay claims against an advertising agency at a very early stage of litigation, saving our client time and money and ending any chance of a class action lawsuit.

Insights + Events

Alert

Illinois Paid Leave Law and Amendments to California Paid Sick Leave Law Take Effect January 1, 2024
November 1, 2023

Alert

New Federal Law Limits Enforceability of Predispute Nondisclosure and Nondisparagement Clauses
Related to Sexual Harassment
December 8, 2022

Event

New York City SHRM | Annual Legal Update
May 17, 2022

Alert

New York Whistleblower Statute Amended to Significantly Expand Worker Protections
January 10, 2022

Alert

Amendments Expanding NYC'S "Ban-the-Box" Law Take Effect on July 29
September 9, 2021

Event

Counsel 2U® Labor + Employment Webinar | Workplace Re-Openings and Non-COVID Updates
June 24, 2021

Alert

New York HERO Act Establishes Additional COVID-19 Workplace Safety Requirements
May 13, 2021

Alert

NYC Sick Time Law Amended to Align with New York State Law
October 7, 2020

Alert

OSHA Guidance Requires Certain Employers to Record “Work-Related” COVID-19 Cases
June 11, 2020

FAQ

Expense Reimbursements for Work-from-Home Arrangements during COVID-19
April 6, 2020

Alert

New York State Provides Additional Guidance on Expanded Workplace Harassment Prevention Requirements
November 15, 2019

Event

Davis+Gilbert Labor + Employment Seminar | Expansion of Anti-Harassment Laws in New York and Recent Updates
September 24, 2019

Alert

New York State Legislation Significantly Expands Workplace Harassment Protections
July 8, 2019

Alert

EEOC Requires Employers to Collect and Submit Pay Data by September 30, 2019
May 16, 2019

Alert

New Jersey Expands Scope of Paid Family Leave and Benefits
May 1, 2019

Event

Davis+Gilbert Labor + Employment Breakfast Seminar | Back To Basics: Overtime Classification Requirements and Their Application to Remote Employees
March 26, 2019

Alert

California Employers Required to Provide Sexual Harassment Prevention Training to All Employees by January 1, 2020
November 5, 2018

Event

Davis+Gilbert Labor + Employment Breakfast Seminar | Bracing for Change: A Compliance Check to Ensure You're Prepared for Changes in New York Employment Law
October 23, 2018

Alert

Stop Sexual Harassment Act Poster and Information Sheet Issued by NYC Commission on Human Rights
August 22, 2018

Alert

Second Circuit Rules That Title VII Prohibits Discrimination on Basis of Sexual Orientation
May 8, 2018

Credentials

Education

University of Michigan (J.D., 2012)
Cornell University (B.S., 2008)

Distinctions

- *The Legal 500 United States*® 2021, Labor and Employment: Workplace and Employment Counseling

Bar Admissions

New York
Illinois

Associations

Member, Asian American Bar Association