# Jemi Goulian Lucey


Partner

Practice Leader | Employment

Iselin

T: 732.476.2502

F: 732.476.2503

jlucey@greenbaumlaw.com


- Trial attorney practicing in federal and state court in New Jersey
- Focus on defense of employers against claims of discrimination, retaliation, harassment
- Significant expertise in complex commercial litigation and higher education law

Jemi is an experienced trial attorney and legal counselor who focuses her practice on employment law, complex commercial and business litigation, and higher education law, in state and federal courts. She represents private and public sector clients, including employers, colleges and universities, and business entities engaged in a broad range of industries. She is a leader of the firm's employment practice.

Her experience encompasses employment-related disputes including claims of alleged discrimination, retaliation, hostile work environment, harassment, and disparate treatment/disparate impact in the workplace. This includes actions brought under the New Jersey Law Against Discrimination (NJLAD), Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), and whistleblower actions brought under New Jersey's Conscientious Employee Protection Act (CEPA).

Jemi supports employers in the drafting and negotiation of non-compete agreements, restrictive covenants, and separation agreements. She provides counseling and guidance on employment best practices, human resources law, and the practical implications of state and federal laws impacting employers.

Jemi has defended institutions of higher education against discrimination and harassment claims brought under Title IX, in employment disputes brought under various state and federal statutes, and in matters involving

faculty and student conduct, academic and disciplinary matters, allegations of civil rights violations, and disputes involving institutional governance.

Her commercial litigation experience includes representing businesses across numerous sectors in disputes ranging from restrictive covenant enforcement to contract and real estate matters, among others. Jemi also routinely counsels employers on litigation avoidance and measures they can take in their daily operations to reduce the risk of lawsuits.

Jemi also serves as New Jersey local counsel in federal litigation. She has a proven track record of successfully defending claims of discrimination and retaliation, as well as general business disputes, including mitigating risk in areas of the law where fee-shifting statutes and emotional distress damages claims can significantly increase jury awards. Her ability to assess risk and guide her clients to resolution at the right stage of litigation – whether through alternative dispute resolution, summary judgment, or trial – is noteworthy among her clients, many of whom turn to her for repeat representation.

## Areas of Focus

### Practice Areas

- Employment
- Employment Contracts & Separation Agreements
- Employment Litigation
- Employment Counseling
- Wage & Hour Compliance
- Workplace Audits & Investigations
- Workplace Training
- Litigation
- Discrimination & Harassment Claims
- Whistleblower Claims
- Worker Misclassification Claims
- Commercial Litigation
- Restrictive Covenant/Trade Secret/Unfair Competition
- Higher Education

### Industries

- Higher Education
- Public Entities

## Credentials

## Bar Admissions

- New Jersey, 2003
- New York, 2006
- U.S. Supreme Court, 2008
- U.S. District Court, District of New Jersey, 2003
- U.S. District Court, Southern District of New York, 2006
- U.S. Court of Appeals, Third Circuit, 2005

## Education

- Seton Hall University School of Law, J.D., 2003
- Wake Forest University, B.S., 2000

## Recognition

- American Bar Foundation Fellow
- Listed in *The Best Lawyers in America* (a trademark of Woodward/White, Inc.) in the Employment Law - Management (2027) and Labor and Employment Law - Management (2024 - 2026) practice areas
- Listed in *New Jersey Super Lawyers* (a Thomson Reuters business) in the Employment Litigation: Defense, Professional Liability: Defense and Business Litigation practice areas (2021 - present)
- Listed in *Super Lawyers - New Jersey Rising Stars* (a Thomson Reuters business) in the Business Litigation practice area (2011 – 2018)
- Martindale-Hubbell Peer Review Rated AV Preeminent (a trademark of Internet Brands, Inc.)
- Recognized by the New Jersey Women Lawyers Association as the 2026 NJWLA Women's Initiative and Leaders in the Law (WILL) Honoree for the Private Sector
- Recognized by the Commerce & Industry Association of New Jersey (CIANJ) as one of NJ's women business leaders as part of CIANJ's 2021 celebration of Women's History Month
- Selected for inclusion by the *New Jersey Law Journal* on its 2020 list of the "Top Women in the Law," the publication's listing of attorneys in private, in-house and government practice who have "influenced the law and legal profession in exceptional ways"
- Recipient of the 2019 Professional Lawyer of the Year Award from the New Jersey Women Lawyers Association and the New Jersey Commission on Professionalism in the Law
- Selected for inclusion by *NJBIZ* (a publication of Bridge Tower Media) on its 2018 list called "Leaders in Law" that appeared in the publication's Vanguard Series of professional profiles
- Selected for inclusion by the *New Jersey Law Journal* on its 2016 list of "New Leaders of the Bar," the publication's annual listing of outstanding attorneys under the age of 40 and practicing in New Jersey
- Recipient of the 2012 Young Lawyer of the Year Award from the Middlesex County Bar Association

## Other Experience

- Former judicial intern to The Honorable Ronald J. Hedges, United States Magistrate Judge

## Experience

### Representative Matters

- Represented a public entity as defense trial counsel in a New Jersey Superior Court NJLAD and CEPA action tried to verdict during a four-week trial, obtaining favorable rulings that narrowed compensatory damages, eliminated punitive damages exposure, and excluded prejudicial evidence prior to verdict, significantly reducing overall risk.
- Successfully defended a public entity and public officials in a high-profile NJLAD challenge to enacted legislation, securing dismissal of all race and gender discrimination claims and eliminating exposure exceeding $5 million. The court affirmed the legislature's plenary authority and rejected plaintiffs' core legal theory; the decision was not appealed.
- The firm is representing a state law enforcement agency and senior leadership in multiple companion civil rights actions, obtaining partial dismissals across four matters that significantly narrowed statutory claims and limited individual liability, reducing exposure in litigation exceeding $15 million.
- Obtained summary judgment in the U.S. District Court for the District of New Jersey on behalf of a state judicial agency, defeating federal civil rights and NJLAD disparate treatment and disparate impact claims asserted by employees, resulting in dismissal of all claims without appeal.
- Played a significant role in the trial of three legal and professional malpractice cases in New Jersey state and federal courts, contributing to trial strategy, evidence presentation, and case management through verdict.
- Greenbaum is acting as New Jersey counsel to a multinational chemical manufacturer in more than two dozen federal and New Jersey state court actions alleging air and groundwater contamination caused by the discharge of PFAS substances. The cases include claims of alleged biomonitoring, personal injury, natural resource damage and contamination of a local water supply.
- Achieved a favorable settlement for a mid-market industrial company in a New Jersey federal court action involving breach of contract and warranty claims, resolving the dispute efficiently and avoiding protracted litigation.
- Successfully defended multiple large, multi-disciplinary employers in four NJLAD and CEPA actions, securing summary judgment in each case and eliminating claims seeking more than $1 million in alleged damages per matter.
- The firm successfully defended a state corrections agency and its former commissioner against age and disability discrimination claims under the NJLAD, securing summary judgment on all counts and affirmance on appeal, eliminating exposure exceeding $2 million.
- Successfully defended Protection Technologies, LLC, an electronic security solutions provider, against NJLAD and CEPA claims brought by a former senior executive, defeating an early declaratory judgment challenge to restrictive covenants, obtaining dismissal of multiple discrimination and retaliation claims,

quashing overbroad subpoenas, and resolving the matter on highly favorable terms following mediation.

- Obtained dismissal at the pleading stage of a NJLAD sexual harassment lawsuit against a state judicial agency, where the court held the plaintiff could not establish an employment relationship with the state, resulting in complete dismissal of claims exceeding $1 million.
- Secured summary judgment for a state law enforcement agency in a CEPA whistleblower action following extensive discovery, based on the plaintiff's failure to meet the statutory burden, eliminating exposure exceeding $1 million.
- Drafted significant portions of a successful opposition to a petition for writ of certiorari to the Supreme Court of the United States on behalf of a financial advisory firm, helping preserve a favorable appellate ruling.
- Managed day-to-day litigation strategy in a $900 million, multi-party federal action arising from the collapse of 7 World Trade Center on September 11, 2001, including fact and expert discovery, dispositive motion practice, complex legal analysis, and ongoing client coordination.

## Affiliations

### Memberships

- Association of the Federal Bar of New Jersey: First Vice President, former Treasurer and Trustee; Young Lawyers Committee (past Trustee Chair); Third Circuit Committee (past Vice Chair)
- New Jersey State Bar Association: Higher Education Special Committee, Co-Chair; Labor and Employment Section, Executive Committee; Federal Practice and Procedure Section (past Chair)
- Seton Hall Law School: Women's Leadership Advisory Committee; Planning Committee for the 2026 6th Annual Women's Leadership Summit
- Historical Society of the United States District Court for the District of New Jersey: Second Vice President
- New Jersey Women Lawyers Association: Executive Board and Nominations Co-Director (2023-2024); Past President (2020-2021); Co-Chief Financial Officer, Co-Chief Operating Officer, Co-Secretary; Judicial Outreach and Programming Committees past Co-Chair
- John C. Lifland American Inn of Court (former Lead Barrister)

### Other Activities

- YWCA Northern New Jersey: former Secretary and Executive Board member

## Insights & More

### Announcements

Thirty-One Greenbaum Attorneys Selected for Inclusion in 2027 Edition of New Jersey Super Lawyers
10.12.26

Jemi Goulian Lucey Selected for Inclusion in the 2027 Lawdragon 500 Leading Corporate Employment Lawyers Guide

10.05.26

Greenbaum Announces New Leadership Roles for Jemi Lucey and Dina Vanides in Employment & Family Law Practices
9.23.26

2027 Edition of Best Lawyers Recognizes 50 Attorneys in 38 Practice Areas
8.20.26

Greenbaum Partner Jemi Goulian Lucey Recognized by New Jersey Women Lawyers Association
3.20.26

36 Greenbaum Attorneys Selected for Inclusion in 2026 Edition of New Jersey Super Lawyers
3.20.26

2026 Edition of Best Lawyers Recognizes 54 Attorneys in 41 Practice Areas: Eight Greenbaum Lawyers Recognized on “Ones to Watch” List
8.21.25

Jemi Goulian Lucey Installed as Second Vice President of Association of the Federal Bar of New Jersey
6.10.25

Thirty-Five Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2025 Edition of New Jersey Super Lawyers
3.19.25

Jemi Goulian Lucey to Speak at U.S. District Court Naturalization Ceremony
3.10.25

Thirty-Four Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2024 Edition of New Jersey Super Lawyers
3.25.24

2024 Edition of Best Lawyers Recognizes 59 Attorneys in 38 Practice Areas: Twelve Greenbaum Lawyers Recognized on "Ones to Watch" List; Five Selected for "Lawyer of the Year" Recognition
8.16.23

Jemi Goulian Lucey and Jessica Carroll Take on New Leadership Roles in New Jersey Women Lawyers Association
7.27.22

**Client Alerts**

Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations
12.21.20

Employment Law Update: Schools in NJ Are Now Closed for the School Year: Next Up, What Parents and Employers Need to Know About Potential Summer Childcare Closures
5.05.20

Employment Law Update: A Guide for Employers and Parents Regarding School and Childcare Center Closures
4.23.20

Employment Law Update: Expansion of New Jersey's Family Leave Act to Cover COVID-19 Related Situations
4.15.20

Title II of the CARES Act: Assistance for American Workers, Families and Businesses
3.30.20

COVID-19 Employment Law Update: Paid Sick and Family Leave vs. Unemployment Insurance Benefits
3.20.20

**Publications**

Greenbaum Rowe Attys On Their NJWLA Leadership Roles
8.04.22

Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations
Winter 2021

Sexual Violence and the New Title IX Rules: Where Do We Go from Here?
8.25.20

**Seminars & Events**

Counseling Clients Through a Business Lens for Greater Success
9.29.26

The Gender Equity Project: Removing Barriers for Women in the Law
5.14.26

The Regulation of Higher Education Institutions and the Impact on the On-Campus Experience
5.13.26

2026 Federal Practice Bench-Bar Symposium
3.31.26

Impact of 2025 Executive Orders on Institutions of Higher Education and the Viability of Judicial Scrutiny
5.14.25

2025 Federal Practice Bench-Bar Symposium
4.09.25

Managing the Dual Demands of a Legal Career and Caregiving
12.10.24

How Will the Supreme Court's Affirmative Action Ruling Affect College Admissions?
5.15.24

Litigation Avoidance & Litigation Awareness: What In-House Counsel Need to Know About Employment Discrimination and Retaliation Litigation
1.29.24

Hot Topics in Higher Education
1.23.23

What Employers Should Know about Marijuana, COVID and More...
6.20.22

Remote Working, Vaccines and Employer Obligations Under the Americans with Disabilities Act
5.16.22

Litigation Avoidance Tactics for Employers: Identifying & Avoiding Exposure to Discrimination, Harassment, and Retaliation Litigation
5.04.22

Breakfast with the Third Circuit JudgesÃ,
4.28.22

Boardwalk SeminarÃ‚Â® 2022: Employment LawÃ,
4.27.22

The Value of Authentic Leadership
3.28.22

Practice What You Preach: Diversity and Inclusion in Hiring and Retention
12.08.21

Pathways to Leadership With NJWLA Past Presidents
10.18.21

The Architecture of the Workforce: Achieving Permanent Diversity and Inclusion in the Legal Profession
6.27.21

Cannabis is Coming, Are You Ready?
6.17.21

Pro Bono Practice and Your Career
6.13.21

Employment Discrimination Claims After Bostock v. Clayton County
5.19.21

How Title VII and Title IX Co-Exist Under the New Title IX Regulations
4.19.21

Hot Topics Impacting New Jersey's Building Industry Right Now: Cannabis and COVID
4.12.21

Pathways to Leadership
2.28.21

HR Litigation Concerns that Transcend the WFH Environment
1.18.21

Professionalism, Advocacy, and the Woman Lawyer
11.30.20

Employment Law in the Federal Court - A Winter 2020 Update
11.22.20

2020 Community Association Law Summit
11.16.20

Title IX - The New Regulations
11.15.20

The Impact of COVID-19 on Healthcare Industry Employers and Next Steps
6.23.20

COVID-19 and Your Business: A Close-up Look at FFCRA Compliance, Employee Benefits and Avoiding Potential Litigation
6.22.20

Title II of the CARES Act: Assistance for American Businesses and Families
5.21.20

Employment Law and the Federal Court
5.13.20

Appellate Litigation: What to Watch Out For in 2020 and Beyond
3.02.20

**Videos**

Managing Litigation: From Strategy to Resolution
6.09.26

Choosing the Right Employment Litigation Counsel
6.09.26