

NICOLE M. GRZESKOWIAK, Associate



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Nicole M. Grzeskowiak focuses her practice on representing public and private employers, municipalities, and employees in a wide array of matters in both state and federal court. Nicole has extensive experience litigating claims of harassment, hostile work environment, whistleblower protection, breach of contract, wage and overtime violations, and discrimination on the basis of sex, disability, age, pregnancy, religion, national origin, and race. She also represents public employees, public entities, and municipalities in a variety of Title 59 actions and in civil rights litigation, including claims of excessive force, false arrest, and malicious prosecution. In addition to litigation, Nicole conducts investigations into employee allegations of unlawful conduct and counsels clients on human resources issues, including unlawful harassment and discrimination, disciplinary action and termination, compensation, labor matters, and collective bargaining agreements.

Nicole received her undergraduate degree from Villanova University, where she graduated with *cum laude* distinction. She received her law degree from Seton Hall University School of Law where she was Symposium Editor of the journal *Circuit Review* and participated in the Family Law Clinic. While at Seton Hall Law, Nicole was recognized for her excellence in advocacy and legal writing when she was awarded Best Brief in Appellate Advocacy. She was also a Quarter-Finalist and received the Best Petitioner's Brief Award in the Eugene Gressman Moot Court Competition. Upon graduation from law school, Nicole served as law clerk to the Honorable Colleen M. Flynn, J.S.C., Middlesex County, Family Part.

Affiliations

Member, New Jersey State Bar Association
Member, Middlesex County Bar Association

Education

Villanova University (B.A., Political Science 2004)
cum laude
Seton Hall University School of Law (J.D. 2011)

Bar Admissions

New Jersey, 2011
New York, 2012
United States District Court, District of New Jersey, 2012
United States Court of Appeals for the Third Circuit, 2017

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Practice Areas

Labor & Employment Law
Americans with Disabilities Act (ADA)
Discrimination in the Workplace
Employment Agreements
Employer Insurance Coverage
Family Leave
Harassment in the Workplace
Hiring & Firing of Employees
Policies & Procedures
Public Employers and Employees
Governmental Law
Municipal Litigation
Municipal Practice
Public Entity Litigation

Awards

2019, *New Jersey Rising Stars* list by *New Jersey Super Lawyers*

Clerkships

Honorable Colleen M. Flynn, J.S.C., Superior Court of New Jersey, Middlesex County, Family Part,
2011-2012