Timothy J. Nichols

Associate

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OVERVIEW

TJ Nichols is an associate in the firm's Labor, Employment, and Workplace Safety practice.

PROFESSIONAL BACKGROUND

Prior to joining the firm, TJ served as an associate with a firm based in New Jersey, where he focused his practice in litigation relating to discrimination and workplace safety.

TJ successfully defeated an order to show cause filed by an employer seeking a preliminary injunction against a former employee in New Jersey state court. He also successfully opposed a motion to disqualify counsel based on an asserted concurrent conflict of interest. TJ drafted numerous victorious motions in limine precluding a plaintiff's counsel from introducing certain evidence at trial. He also represents victims of domestic violence pro bono in seeking final restraining orders.

ACHIEVEMENTS

TJ graduated as salutatorian of his class, magna cum laude and Order of the Coif, at Seton Hall University School of Law, and was a member of the Seton Hall Law Review's Executive Board. As an undergraduate, TJ graduated from the University of Michigan with highest distinction, awarded to the top 3% of the graduating class.

ADDITIONAL BACKGROUND

TJ initially began his legal career as a corporate associate with a national AMLAW 200 law firm based in New Jersey.

EDUCATION

- J.D., Seton Hall University School of Law, 2019

- B.A., University of Michigan, 2016

ADMISSIONS

- Bar of New Jersey
- Bar of New York
- United States District Court for the District of New Jersey
- United States District Court for the Eastern District of New York
- United States District Court for the Southern District of New York

THOUGHT LEADERSHIP *POWERED BY HUB*

- 30 June 2023, US Supreme Court Unanimously Adopts Heightened "Undue Hardship" Standard in Title VII Religious Accommodation Analysis
- 30 June 2023, 11th Circuit Creates Circuit Split Holding that an "Adverse Act" Is Needed to Bring an ADA Claim for Failure to Accommodate
- 31 May 2023, EEOC Issues Nonbinding Guidance on Permissible Employer Use of Artificial Intelligence to Avoid Adverse Impact Liability Under Title VII

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety