



Joshua D. Rinschler

Associate

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OVERVIEW

Joshua Rinschler is an associate in the firm's Newark office. Joshua represents employers in a wide variety of employment litigation, including defense against claims of discrimination, retaliation, harassment, and whistleblowing. He handles cases involving wrongful discharge, breach of contract, and restrictive covenants. He has appeared in both state and federal courts, defending claims under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, the New Jersey Law Against Discrimination and the Conscientious Employees Protection Act. He has also appeared before various administrative agencies, including the Equal Opportunity Employment Commission, the Department of Labor, the Occupational Safety and Health Administration, the New Jersey Division on Civil Rights, and the Office of the Chief Administrative Hearing Officer. In addition, Joshua drafts and reviews severance agreements and employment contracts and counsels clients on reductions in force, internal policies, employee handbooks, changes to employment laws, and other employment-related issues.

Joshua was selected for inclusion in the 2019 New Jersey Super Lawyers publication as a "Rising Star," a listing of top lawyers 40 years old or younger.

PROFESSIONAL BACKGROUND

Prior to joining K&L Gates, Joshua was a labor and employment associate in the New Jersey office of a national law firm.

He attended Notre Dame Law School, where he participated in the London Law Program. He was Executive Articles Editor of the *Journal of College and University Law* and published his student note: *Students or Employees? The Struggle Over Graduate Student Unions in America's Private Colleges and Universities*, 36 J.C. & U. L. 615 (2010).

EDUCATION

- J.D., University of Notre Dame Law School, 2009 (*cum laude*)
- B.A., Rutgers University, 2002 (*with highest honors*)

ADMISSIONS

- Bar of New Jersey
- Bar of New York
- United States District Court for the District of Colorado
- 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 October 2020, COVID-19: Governor Murphy Signs Executive Order No. 192 Mandating Health and Safety Protocols for New Jersey Worksites (*Alerts/Updates*)
- 28 August 2018, Working Wise: Tips for Avoiding Independent Contractor Misclassification (*Podcast*)
- 22 June 2015, Federal Financial Regulatory Agencies Release Final Diversity Standards (*Alerts/Updates*)

OTHER PUBLICATIONS

- “Aiding and Abetting Your Own Conduct Under the NJLAD,” *New Jersey Law Journal*, July 12, 2012.
- “Aiding and Abetting Your Own Conduct – An ‘Awkward Theory’ of Personal Liability for Supervisory Employees Under the New Jersey Law Against Discrimination,” *Employment Law Counselor*, September 2010.
- “Social Networking and Restrictive Covenants,” *Employment Law360*, March 18, 2010.

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Employment Disputes and Investigations
- Human Resource Advice and Compliance
- Wage and Hour