



Olivia J. Italiano

Of Counsel

New Jersey

t: 908.516.1038

f: 908.516.1051

Email



Service Focus

- Employment Discrimination and Harassment
- Litigation and Trials

Overview

Olivia Italiano defends employers of varying sizes and industries against claims of discrimination, harassment, wrongful discharge, retaliation, hostile work environment, as well as whistleblower lawsuits. Olivia also counsels employers on workplace-related decisions and best practices for hiring, firing, discipline, and accommodations, plus prepares employment policies, contracts, and handbooks.

Prior to joining Fisher Phillips, Olivia served as an associate at a multi-practice, commercial law firm in New Jersey where she focused on employment and commercial litigation in state and federal courts. Prior to that, Olivia was a litigation associate at a New York law firm, where she concentrated on complex commercial and security matters, as well as employment disputes. After law school, Olivia served as a judicial clerk for the Honorable Joseph A. Portelli in Passaic County Superior Support, Family Division.

Credentials

Education

- J.D., 2014, *cum laude*, Widener University School of Law
- B.S., 2011, University of Miami

Bar Admissions

- New Jersey

- New York

Court Admissions

- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York
- U.S. Court of Appeals for the Second Circuit

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2025)

Affiliations

Professional Activities

- New Jersey State Bar Association
- New Jersey Women Lawyers Association
- New York State Bar Association
- New York City Bar Association

Insights

INSIGHTS

04/01/25

***Severance* Highlights Toxic Workplace Themes That Aren't Just Sci-Fi: 5 Spoiler-Free Lessons for Employers**

Olivia J. Italiano, R. Shane Kagan, Kate Mize

[Read more →](#)

INSIGHTS

03/04/25

“Wicked” Didn’t Win Best Picture – But Employers Can Turn Its Lessons Into Best Practices

Olivia J. Italiano, R. Shane Kagan, Kate Mize

[Read more →](#)

INSIGHTS

09/09/24

It’s Time for New Jersey Employers to Register for State-Administered Retirement Savings Program

Olivia J. Italiano, Sarah Wieselthier

[Read more →](#)

EVENT

02/14/24

Back to Basics: Compliance Overview for New Jersey Employees

Rosemary S. Gousman, Olivia J. Italiano

[Read more →](#)

NEWS

Fisher Phillips Continues Explosive Growth in New Jersey with Olivia Italiano

Olivia J. Italiano

[Read more →](#)