



JOSEPH BROWN

Special Counsel

Virtual Office

Service Focus

- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

Joseph Brown is a litigator and advisor who has 25 years of experience helping clients to reduce risk and resolve employment-related disputes, including state and federal lawsuits and administrative charges. He works with clients to protect their interests when facing discrimination, retaliation, harassment and wage and hour claims, including those brought before the EEOC, U.S. Department of Labor, and New York State's Division of Human Rights.

Joe's extensive litigation experience includes multiple successful trial outcomes, leading hearings before administrative bodies, and handling nearly 30 appeals in the U.S. Court of Appeals for the Second Circuit and state appellate courts.

He also advises on day-to-day workplace issues such as employment contracts, separation/severance agreements, employee handbooks and policies, disciplinary

issues, terminations, employee investigations and compliance with laws including the ADA, FMLA, FLSA, and leave laws.

Joe started his legal career as a litigator at a large law firm in Washington, D.C. and Northern Virginia and later served as a co-leader of the employment litigation group and the diversity partner at Buffalo's largest law firm. In addition to his legal practice, he has taken on leadership roles for various nonprofit boards and bar associations with a focus on advancing diversity in the legal profession, expanding educational opportunities and access to justice for those in need, and raising funds and awareness for autism.

Joe works remotely and is licensed in New York and the District of Columbia. You may contact Joe via e-mail or by phone. Please use our [New Jersey](#) office address for mailing purposes only.

Credentials

Education

- University of Virginia School of Law, J.D., 1999
- University of Rochester, B.A., *magna cum laude*, 1996

Bar Admissions

- New York
- District of Columbia

Court Admissions

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

- U.S. District Court for the Eastern District of Virginia
 - U.S. District Court for the Western District of Virginia
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Recognitions

- Community Leader Award (National Federation for Just Communities) [2016]
 - *Buffalo Business First*, 40 Under 40 [2013]
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Affiliations

Professional Activities

- U.S. Magistrate Judge Merit Selection Panel (WDNY) [2023-present]
- Minority Bar Foundation, Inc., Past President and Board Member [2015-2021]
- New York State Bar Association, Past Elected Member of House of Delegates [2013-2017]
- Minority Bar Association of Western New York, Past President, Treasurer, and Co-Chair of Judicial Ratings Committee [2011-2013]
- Empire State Legal Diversity Career Fair Committee Member [2022]

Community Activities

- President and Board Member, The Summit Center Foundation [2016-present]
- Church Council Member and Stewardship Chair, Saint Paul's Lutheran Church Williamsville [2021-present]
- Board Vice President and Member, Neighborhood Legal Services [2009-2016]
- Board Vice President and Member, Buffalo Prep [2009-2016]