



## Carolyn D. Richmond

Partner

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Carolyn is Co-Chair of the firm's Hospitality Practice Group and former co-chair of the Labor and Employment Department. Her practice largely consists of representing and counseling employers in the hospitality industry, specifically restaurants, hotels, caterers, night clubs, lounges and fitness centers. In particular, Carolyn has extensive experience litigating wage and hour class actions, restrictive covenants and employment discrimination cases. She also counsels clients extensively with respect to workplace issues such as the hiring process, diversity awareness training, union avoidance, employee handbooks and other policy initiatives.

Carolyn is also counsel to a number of employers in the retail, financial services, healthcare and manufacturing industries. She frequently provides union avoidance and sexual harassment training, and represents employers before a variety of state and federal agencies.

In 2019, Cornell University's ILR School awarded Carolyn the Judge William B. Groat prize, the school's highest honor.

Increasingly, Carolyn is called upon by her peers in the legal community to mediate difficult disputes in the wage and hour and discrimination areas. The respect she enjoys on both sides of the bar and her deep understanding of the legal issues and needs of all parties for practical solutions has made her a sought-after mediator.

### **Before Fox Rothschild**

Carolyn also served as General Counsel to B.R. Guest Restaurants & James Hotels, where she was responsible for the legal and business affairs for both expanding restaurant operations and the development of James Hotel properties. This experience gave Carolyn an insider's perspective into both the business and legal needs of her clients.

### **Beyond Fox Rothschild**

Carolyn is a prolific writer and often is a guest speaker at legal conferences and industry events on various labor and employment-related topics. She is active in the community with several board appointments and memberships including:

- Member of the Advisory Board for the Cornell Institute for Hospitality Labor and Employment Relations at Cornell University
- Member of the President's Council of Cornell Women at Cornell University
- Member of the Dean's Advisory Council and the Alumni Board of Directors for Cornell University, School of Industrial and Labor Relations



- Member of the Advisory Board for the Center for Hospitality Research at Cornell University
- Chair of the Labor and Employment Law Subcommittee of the New York City Bar Association's Hospitality Law Committee
- Serves on the Board of Editorial Advisors for Hospitality Law
- Serves as Counsel to the New York City Hospitality Alliance
- Serves on Culintra's Culinary Trade Organization's Board of Advisors

Carolyn is also involved with the PENCIL Partnership, and is teamed with a New York City charter school to help link the business community with the students. Carolyn has testified before the New York City Council and New York State Department of Labor concerning proposed changes to the law that would adversely affect New York businesses.

## Client Resources

### Restaurant Law Update

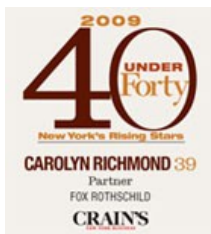
Lately, the food service industry has been under increasing scrutiny from government, plaintiff groups and social justice groups. In this podcast, Carolyn discusses current issues in employment law affecting food service operators.

[Listen to the Podcast](#)

## Honors & Awards

- Recipient of the Cornell University School of Industrial and Labor Relations Judge William B. Groat Award (2019)
- Selected to the "Most Powerful Employment Attorneys" list by *Human Resource Executive Magazine* (2018)\*
- Named to "The Most Powerful Employment Lawyers - Up and Comers" list by *Human Resource Executive Magazine* (2017)\*
- Named to the "Top Women in Metro New York Food Service & Hospitality" list by TFS - *Total Food Service* (2015-2020)
- Selected to the "Super Lawyers" list for Employment & Labor Law in New York (2014-2016, 2018)\*
- Selected to the "Super Lawyers - Women's Edition" list for Employment & Labor Law in New York (2016, 2017, 2019)\*
- Named to the "Forty Under 40" list by *Crain's* (2009)
- Law Review Outstanding Service Award, New York Law School
- American Jurisprudence Award, New York Law School

[\\*Awards Methodology](#)



### Practice Areas

- Labor & Employment
- Hospitality
- Retail Industry
- Employment Class Actions
- Employment Counseling, Policy Developments & Audits
- Employment Litigation
- Employment Training



- Sexual Harassment Prevention Training
- Unfair Competition & Trade Secrets
- Wage & Hour Law
- Labor Management Relations

#### **Bar Admissions**

- New York
- New Jersey

#### **Court Admissions**

- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York
- U.S. District Court, Northern District of New York
- U.S. District Court, District of New Jersey

#### **Education**

- New York Law School (J.D.)
- Cornell University (B.S.)

#### **Board of Directors**

- Member, President's Council of Cornell Women, Cornell University
- Alumni Board of Directors, Cornell University, School of Industrial & Labor Relations
- Advisory Board, Center for Hospitality Research, Cornell University
- Counsel, New York City Hospitality Alliance
- Board of Editorial Advisors, Hospitality Law
- Advisory Board, Cornell Institute for Hospitality Labor and Employment Relations, Cornell University
- Member, Dean's Advisory Council, Cornell School of Industrial & Labor Relations