

Robin H. Rome, Esq.

Partner



Robin H. Rome is a seasoned practitioner with both law firm and in-house experience. With over 20 years as a litigator, she is skilled defending companies and management in all types of employment and commercial cases, including claims involving discrimination, harassment, retaliation, breach of contract, breach/enforcement of restrictive covenants, and state law violations. She has practiced before federal courts and state courts, as well as before administrative and regulatory bodies such as FINRA, the EEOC, New Jersey, New York and Pennsylvania civil right agencies, and federal and state Departments of Labor. Ms. Rome also has extensive experience counseling clients on a variety of issues involving disciplinary actions and discharge, employee leaves, wage and hour compliance/audits, drafting and enforcement of company policy, and state and federal laws such as Title VII, the ADEA, the FMLA and the ADA.

In addition to her litigation and counseling expertise, Ms. Rome has acted as an independent investigator in several high-level matters involving workplace misconduct and employee complaints of unlawful treatments. She frequently conducts training sessions on workplace harassment, discrimination and ethics and presents seminars on employment-related issues for organizations such as the New Jersey Institute for Continuing and Legal Education (ICLE) and other industry and professional organizations.

As the former head of the Legal Department for two multi-million dollar companies, Ms. Rome is adept at understanding underlying business needs, mitigating risks and providing expert counsel to achieve business goals. In her in-house positions, Ms. Rome appeared before tribunals and agencies throughout the country, including state and federal courts and administrative bodies such as the wage and hour division, the Attorney General's office and state discrimination and consumer protection agencies. Her hands-on experience includes an executive position leading a Human Resources department responsible for over 800 employees and all aspects of personnel relations such as training and development, payroll, benefits administration, supervisory support, and the handling of employee complaints and issues. As a key member of teams responsible for corporate acquisitions, Ms. Rome has unique expertise in the field of due diligence, legally-compliant workforce reductions, separation agreements, and the post-sale integration of personnel and employment policies and practices.

Prior to her in-house work, Robin was a Partner at Stanton, Hughes, Mariani, Margello & Cerra, P.C. in Morristown, NJ and an Associate at Roberts & Finger in New York, NY and White and Williams in Philadelphia, PA.

Robin received her Juris Doctor with honors from The George Washington University National Law Center and her undergraduate degree *cum laude* from Boston College. Ms. Rome is admitted to the bar in the State of New Jersey, the United States District Court for the District of New Jersey, the State of Pennsylvania, and the United States District Court for the Eastern District of Pennsylvania.

Ms. Rome is listed in **New Jersey Super Lawyers** magazine as one of the "**Top 50 Women Lawyers**" in New Jersey and is listed in **Chambers USA** Guide to America's Leading Law Firms, Labor & Employment.