
IMAN A. WELLS, ESQ.

Associate

Co-Chair of the Social Responsibility Committee



Iman A. Wells focuses her practice on management-side employment litigation and counseling. Ms. Wells defends employers in state and federal court and before administrative agencies, including the Equal Employment Opportunity Commission. Ms. Wells regularly counsels employers on a wide range of workplace issues including employee handbooks, policies, performance improvement plans, disciplinary materials and separation agreements and releases.

While attending law school, Ms. Wells was a Senior Editor for the Rutgers Race and the Law Review, served as the President for the Association of Black Law Students, and was Teaching Associate for the Legal Research and Writing Skills program. Ms. Wells also interned with the Equal Employment Opportunity Commission and served as judicial intern to the Honorable Ronald L. Ellis, United States District Court, Southern District of New York.

HONORS AND AWARDS:

- Best Lawyers® Ones to Watch® (2022)
- Garden State Bar Association – Young Lawyer Division | Top 25 Award Recipient (2021)
- Super Lawyers® Rising Star, Employment and Labor (2019 - 2020, 2022)

The Super Lawyers® list is issued by Thomson Reuters. A description of the selection methodology can be found at http://www.superlawyers.com/about/selection_process.html. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

PROFESSIONAL ACTIVITIES:

- National Employment Law Council, 2021 Academy Fellow Mentor
- National Employment Law Council, 2019 Academy Fellow
- 2019 ABA and National Employment Law Council, Labor and Employment Law Trial Institute
- New Jersey Law and Education Empowerment Project, Attorney Mentor
- Rutgers University Black Lawyer Alumni Network, Co-Director of Recruitment and Retention

RECENT SPEAKING ENGAGEMENTS:

- "Transforming Organizations Through Cultural Competency", Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar, November 2021
- "Hairstyle Bias, Discrimination, and the Law", Featured Panelist, NJICLE, November 2021
- "Artificial Intelligence – Is its impact on the Workplace 'Smart' Business"? Association of Corporate Counsel New Jersey Annual Conference, September 2020
- "How Employers Should Be Updating Their Handbooks In Light of COVID-19", NJSBA's Employment Law Summer Roundup, August 2020

RECENT PUBLICATIONS:

- Author, "Bringing COVID-19 From The Workplace to the Home: California Supreme Court to Weigh in on Employer's Obligations, if any, to Safeguard Their Employees' Household", L&E Blog, April 28, 2022 <https://nfclegal.com/from-the-workplace-to-the-home-what-are-an-employers-obligations-if-any-to-safeguard-their-employees-from-bringing-covid-19-home-from-the-workplace-the-california-supreme-court-to-weigh-i/>
- Author, "You've got mail! New Jersey Supreme Court Issues Key Ruling Upholding the use of Electronic Arbitration Agreements in the Employment Context", L&E Blog, August 21, 2020. <https://www.nfclegal.com/youve-got-mail-new-jersey-supreme-court-issues-key-ruling-upholding-the-use-of-electronic-arbitration-agreements-in-the-employment-context/>
- Author, "New Jersey Supreme Court Issues Latest Pro-Arbitration Ruling Requiring Delivery Drivers in New Jersey to Arbitrate Dispute with Employer Despite Federal Exemption", L&E Blog, July 16, 2020. www.nfclegal.com/new-jersey-supreme-court-issues-latest-pro-arbitration-ruling-requiring-delivery-drivers-in-new-jersey-to-arbitrate-dispute-with-employer-despite-federal-exemption/

PROFESSIONAL EXPERIENCE:

- Verizon, Basking Ridge, New Jersey (2016 – 2018)
- ADA Compliance Consultant
- Superior Court of New Jersey, Criminal Division, Newark, New Jersey (2015-2016)
- Law Clerk to the Honorable Bahir Kamil, J.S.C.

EDUCATION:

- Rutgers School of Law (J.D., 2015)
- Senior Editor, Rutgers Race and the Law Review
- ABWL–NJ, Bernadine Johnson Marshall and Martha Bell-Williams Scholarship Recipient
- Rutgers University (B.A., magna cum laude, History, 2012)

ADMISSIONS:

- State of New Jersey (2015)
- United States District Court – District of New Jersey (2019)
- State of New York (2019)
- United States District Court – Southern District of New York (2020)