

**NIVRITHA C. KETTY, ESQ.**

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Partner & DEI Committee Co-Chair



Nivrihta ("Nivi") Ketty has both law firm and in-house experience in employment law for clients spanning a range of industries. Before joining NFC, Nivi was Associate General Counsel, Employment Law for a major medical center, and was responsible for providing legal advice and counsel regarding compliance with employment and labor laws, including FMLA, ADA, FLSA and USERRA, and for supervising workplace investigations. She was also responsible for supervising outside litigation counsel and representing her employer before state and federal regulatory agencies.

At NFC, Nivi works closely with senior management, human resource professionals, and business owners to provide advice and risk analysis on all aspects of employment law from hiring to termination. She has particular expertise in counseling clients on restructures/reductions in force, leaves/accommodations, and wage and hour compliance issues, and in creating compliant and effective initiatives to increase diversity and inclusion in the workplace. In addition, Nivi provides training to managers and supervisors on compliance with state and federal harassment/discrimination laws and on various diversity and inclusion topics.

Nivi also regularly conducts both privileged and nonprivileged workplace investigations into allegations of harassment, misconduct, compliance, and discrimination. In addition to routinely providing privileged advice and counsel to human resource, Nivi has served as an independent investigator on dozens of investigations, which covered a variety of topics including sexual harassment and workplace bullying. Nivi has also assisted clients in developing internal investigation policies, processes, and in training investigators.

**AWARDS & HONORS:**

- NJBIZ Leader in Law Honoree (2025)
- Super Lawyers® Rising Star, Employment and Labor (2020)
- Legal Aid Society's Pro Bono Publico Award (2013)
- Thurgood Marshall Award (2008)

**PROFESSIONAL EXPERIENCE:**

- University Hospital, Newark, New Jersey
  - Associate General Counsel, Employment Law (2016 - 2018)
- Patterson Belknap Webb & Tyler LLP, New York, NY
  - Associate (2007 - 2015)
  - Summer Associate (2006)

**JUDICIAL CLERKSHIP:**

- Honorable Michael A. Shipp United States District Judge, District of New Jersey (2015 - 2016)

**EDUCATION:**

- University of Pennsylvania Law School (J.D., 2007)
- Stanford University (B.A., Political Science, 2002)

**INTERESTS & INVOLVEMENTS:**

- Volunteer Lawyers for Justice

### **BAR ADMISSIONS:**

- State of New Jersey 2007
- State of New York 2008
- United States District Court, Southern District of New York 2009
- United States District Court, Eastern District of New York 2009

### **RECENT SPEAKING ENGAGEMENTS:**

- Update on DEI Executive Orders & Investigating a Toxic Workplace, Nukk-Freeman & Cerra In-House Counsel Roundtable Luncheons (March & May 2025)
- Unpacking the Impact of the Executive Orders with In-House Counsel, NAMWOLF Driving Diversity & Leadership Conference (March 2025)
- Setting Your Organization's DEI Strategy for 2025, Nukk-Freeman & Cerra Seminar (February 2025)
- Navigating Tricky Disability Scenarios: Hear from Our ADA Experts, Hot Topics of Employment Law, Nukk-Freeman & Cerra, Seminar (November 2024)
- In-House Counsel's Guide to Navigating DEI Legal Risks, Lawline (September 2024)
- Navigating Tricky Terminations, NAMWOLF Annual Conference, Atlanta, GA, Moderator (September 2024)
- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra, In-House Counsel Roundtable (June 2024)
- Hot Topics in AI, Healthcare and DEI, NJWLA Diversity Committee Panel Discussion, Florham Park, NJ (June 2024)
- DEI: Where Do We Stand and How Do We Advise Clients?, The Academy of New Jersey Management Attorneys, 2024 Hot Topics in New Jersey Employment Law Webinar (April 2024)
- The Impact of the Supreme Court's Decision on Corporate DEI Programs, Chief DEI Leader Roundtable, New York (February 2024)
- Navigating Tricky Terminations, 2023 Hot Topics of Employment Law, Nukk-Freeman & Cerra Seminar (November 2023)
- Pay Equity: Why it Still Matters, Especially in a Hot Labor Market, NAMWOLF Annual Meeting, Baltimore (September 2023)
- Navigating Legal Issues Related to Diversity, Equity, And Inclusion (DEI) Programs, Nukk-Freeman & Cerra PC, Hot Topics in Employment Law Seminar (November 2022)
- Navigating Religious Accommodations & Vaccines to Reduce Risk of Litigation, NAWL's 18th General Council Institute, New York (November 2022)
- Navigating Religious Accommodations & Vaccines to Reduce Risk of Litigation, ACCNJ 20th Annual CLE Conference (October 2022)
- Linking Diversity Goals to Compensation, Nukk-Freeman & Cerra, PC, Webinar (June 2022)
- COVID Return to Work - Timely & Relevant Issues That Every Employer Should Prepare For, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2021)
- The Investigation Aftermath: How Workplace Investigations Are Used in Litigation and Tips to Make them Attack Proof, National Association of Women Lawyers' GCI Conference (November 2021)
- Clearing The Haze Around Workplace Marijuana Rules, Celesq Attorneys Ed Center (September 2021)
- One Year into the Pandemic: Key COVID-19 Considerations & Challenges for Employers, Hot Topics in California Employment Law Webinar, Nukk-Freeman & Cerra (April 2021)
- Are you ready? Top 10 Employment Issues in 2021, Nukk-Freeman & Cerra, PC and NAMWOLF L&E PAC, Webinar (March 2021)
- Attention Employers: Are you Ready to Ring in 2021?, Nukk-Freeman & Cerra, PC, Webinar (January 2021)
- Key COVID-19 Considerations and Challenges for Employers, Nukk-Freeman & Cerra, PC Hot Topics in Employment Law Seminar (November 2020)

### **PUBLICATIONS:**

- "NJ Supreme Court Slims Down the Requirements for Enforceable Arbitration Agreements", L&E Blog, Nukk-Freeman & Cerra, PC (September 15, 2020)

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