

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. Prior to 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. She also was 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 professional, and business owners to provide advice and risk analysis on a variety of employment matters, which includes reductions in force, leaves/accommodations, and wage and hour compliance. 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. She also regularly conducts and advises on both privileged and unprivileged workplace investigations into allegations of harassment, misconduct, compliance, and discrimination.

AWARDS & HONORS:

- 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)

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:

- 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)
- Battling the Bully: My Way or the Highway, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar (November 2019)

RECENT PUBLICATIONS:

- "NJ Supreme Court Slims Down the Requirements for Enforceable Arbitration Agreements", L&E Blog, Nukk-Freeman & Cerra, PC (September 15, 2020) <https://www.nfclegal.com/nj-supreme-court-slims-down-the-requirements-for-enforceable-arbitration>

INTERESTS & INVOLVEMENTS:

- Volunteer Lawyers for Justice

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