

## Joseph M. Carr

Associate

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### OVERVIEW

Joseph Carr concentrates his practice on labor and employment, higher education, and commercial litigation matters. He represents employers in employment litigation and counsels clients on a variety of employment-related issues. Joseph brings a collaborative and detail-oriented approach to his work and strives to secure favorable outcomes for his clients.

Joseph also represents public and private universities, as well as small independent colleges relating to the diverse needs of institutions of higher education. Understanding and respecting institutions' principals and policies, he aims to achieve a balanced and workable outcome for the institutions he represents.

Prior to joining the firm, Joseph served as Law Clerk to the Honorable Robert E. Brenner, J.S.C., New Jersey Superior Court. During law school, he served as a Student Attorney with the Rutgers Law School Entrepreneurship Clinic where he provided counsel to local entrepreneurs to help them navigate the legal hurdles associated with starting a new business. Joseph gained valuable experience working with nonprofit organizations, including the Center for Security, Race and Rights where he served as team leader overseeing research for the Center's first public policy report.

Through these experiences, Joseph developed an understanding of his clients' unique needs and the most effective ways to fulfill them as an attorney.

### RECOGNITION AND INVOLVEMENT

While in law school, Joseph served as Executive Editor, *Rutgers Journal of Law and Public Policy*, and focused his proposed student publication on the Americans with Disabilities Act. Joseph also served as Law Fellow, Center for Security, Race and Rights and Representative, Society for Corporate Law & Governance. Upon graduation from Rutgers Law School, Joseph received the Corporate and Business Law Certificate from the Center for Corporate Law and Governance for his outstanding dedication to the subject matter.

### PRACTICES

Commercial Litigation  
Higher Education  
Labor and Employment

### BAR AND COURT ADMISSIONS

New Jersey  
Pennsylvania  
New York (pending)  
U.S. District Court for the District of New Jersey  
U.S. District Court for the Eastern District of Pennsylvania  
U.S. District Court for the Middle District of Pennsylvania  
U.S. District Court for the Western District of Pennsylvania

### EDUCATION

Rutgers Law School, JD, 2021  
University of Kent at Canterbury, LL.M. – International Law with International Relations, *dissertation distinction*, 2018  
East Stroudsburg University, BA, 2017  
Bergische Universität Wuppertal, Certificate, 2015.

### MEMBERSHIPS

New Jersey Bar Association  
Pennsylvania Bar Association  
Ocean County Bar Association  
National Association of College and University Attorneys

## REPRESENTATIVE MATTERS

Bar Association of Lehigh County

Secured summary judgment in a disability discrimination and retaliation case on behalf of a healthcare facility in the Middle District of Pennsylvania.

Obtained dismissal of federal discrimination claims on behalf of a non-profit director in the Western District of Pennsylvania.

## PUBLICATIONS

EEOC Guidance Provides Employers with a Roadmap for Effective Workplace Anti-Harassment Policies and Training  
*Labor and Employment Alert*, 5.7.24

The Supreme Court Clarifies the Adverse Action Standard under Title VII in *Muldrow v. City of St. Louis, et al.*  
*Labor and Employment Alert*, 4.24.24

U.S. Department of Labor Issues Final Rule Amending Salary-Level Requirements for Executive, Administrative, or Professional Exemptions under the Fair Labor Standards Act  
*Labor and Employment Alert*, 4.24.24

Federal Trade Commission Prohibits Nearly All Non-Compete Agreements  
*Labor and Employment Alert*, 4.24.24

Déjà vu – the Department of Labor’s Final Rule on Worker Classification  
*Labor and Employment Alert*, 1.11.24

Employment Law 2024: What’s Here and What’s on the Horizon  
*Labor and Employment Alert*, 1.3.24

New York City Legislation Prohibiting Discrimination on the Basis of Height or Weight Effective November 22, 2023  
*Labor and Employment Alert*, 12.8.23

New Admissions Lawsuit Follows Affirmative Action Supreme Court Decision  
*Higher Education Alert*, 7.13.23

The Supreme Court Clarifies the Undue Hardship Standard Under Title VII  
*Labor and Employment Alert*, 7.7.23

The Pregnant Workers Fairness Act (PWFA) Goes Into Effect on June 27, 2023  
*Client Alert*, 6.9.23

Enforcement Provisions Under The PUMP For Nursing Mothers Act Take Effect April 28, 2023



*Labor and Employment Alert, 4.27.23*