



K. Joy Chin

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Practices

Affirmative Action, OFCCP and Government Contract Compliance
Class Actions and Complex Litigation

Services

Diversity and Inclusion Efforts that Really Work
New York Metro
Pay Equity

Industries

Government Contractors

Education

University of Georgia
J.D., 1990

Virginia Commonwealth University
M.S., 1985

University of Georgia
B.S., 1983

Admitted to Practice

- New York - E.D. N.Y., 1995
- New York - S.D. N.Y., 1995
- New York, 1991

Joy Chin is a principal in the Long Island, New York, office of Jackson Lewis P.C. She is a member of the firm's Board of Directors, co-leader of the firm's Affirmative Action, OFCCP and Government Contract Compliance practice group, and co-leader of the firm's Pay Equity group.

Joy has over 25 years' experience helping employers navigate EEO and affirmative action regulations. She regularly works with corporate counsel and human resources executives to develop practical approaches to EEO and affirmative action compliance. She has successfully defended employers in litigation, OFCCP audits, and EEOC and OFCCP complaint investigations, including "glass ceiling" audits and claims of systemic discrimination in pay, hiring, promotion, and termination.

Joy works with a team of affirmative action plan (AAP) analysts and data specialists in the preparation of AAPs and EEO-1 and VETS-4212 reports for the firm's government contractor clients. In addition, she and the firm's statisticians work closely with clients to design and conduct in-depth analyses of compensation and bonus award systems to identify and address potential problems before they arise.

Honors and Recognitions

- *The Best Lawyers in America*®, "Litigation - Labor and Employment" (2020-present)
- *The Best Lawyers in America*®, "Lawyers of Color 2020 Power List" (2020)

Professional Associations and Activities

- Connecticut Industry Liaison Group, Counsel
- Melville Chamber of Commerce, former member of Board of Directors
- National Employment Law Council
- Northeast Region Corporate Industry Liaison Group, Treasurer
- Society for Human Resource Management Long Island Chapter, formerly served on Diversity and Inclusion Council
- Suffolk County Bar Association, Labor and Employment Law Committee, former Co-Chair