



(She/Her)

Principal, Long Island

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### Practices

- National Compliance and Multi-State Solutions
- Affirmative Action, OFCCP and Government Contract Compliance
- Class Actions and Complex Litigation
- Distribution and Warehousing
- Government Contractors
- Hospitality
- Hotels
- Pay Equity
- Workplace Training
- Higher Education
- Corporate Diversity Counseling

### Education

- University of Georgia School of Law, 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 has served as a member of the firm's Board of Directors, is 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

- *Long Island Business News*, "Who's Who: Women in Professional Services" (2024)
- *Who's Who Legal*, "Recommended Attorney in Labour, Employment & Benefits" (2024)
- *The Best Lawyers in America*®, "Lawyer of the Year: Litigation - Labor and Employment" (2025)
- *The Best Lawyers in America*®, "Litigation - Labor and Employment" (2020-present)
- *Lawyers of Color*, "Power List" (2020)