



Principal, Berkeley Heights

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Bianca M. Olivadoti is a principal in the Berkeley Heights, New Jersey, office of Jackson Lewis P.C. She represents both small and large clients and focuses on all areas of employment litigation.

## Practices

- Corporate Governance and Investigations
- Employment Litigation
- Retail
- Energy and Utilities

## Education

- University of Miami School of Law, J.D. 2014
- Boston University, B.A. 2011

## Admitted to Practice

- 3rd Circuit Court of Appeals 2024
- New York - E.D. N.Y. 2016
- New York - S.D. N.Y. 2016
- New York 2015
- New Jersey - D. N.J. 2014
- New Jersey 2014

Bianca regularly litigates a wide-range of employment matters, including cases involving discrimination, harassment, and retaliation, as well as cases involving compliance with federal and state regulations on pay equity and employee leave. She has experience representing employers at administrative hearings, mediations, arbitrations, and trials, and, notably, has participated in an eight-week whistleblower trial in the Superior Court of New Jersey and a multi-day arbitration hearing before the American Arbitration Association.

In addition to litigating employment cases, Bianca has conducted numerous internal investigations and has provided business counseling to employers regarding policy development and personnel actions. Partnering with her clients, she is able to provide personalized counseling and guidance to address particular concerns and avoid eventual litigation. Bianca also provides interactive training programs for managers, employees and human resource professionals on various topics, including how to properly conduct investigations; discrimination and harassment prevention; and diversity, inclusion, and unconscious bias.

While attending law school, Bianca was an associate editor of the *University of Miami Inter-American Law Review* and a member of the University of Miami International Moot Court Board, where she competed in the Willem C. Vis International Commercial Arbitration Moot in Vienna, Austria. Prior to her graduation, Bianca completed a judicial externship with the Honorable Jose E. Martinez in the U.S. District Court for the Southern District of Florida.

Bianca lives in Monmouth County, New Jersey, with her husband and two daughters.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Litigation – Labor and Employment" (2024-present)
- *New Jersey Super Lawyers*®, "Rising Stars" (2018-present)

## Pro Bono and Community Involvement

- Monmouth County Society for the Prevention of Cruelty to Animals, Foster

## Speeches

- "Addressing Harassment in the Workplace," Institute for Professional Development (virtual presentation, November 2023) (presenter)
- "Employment Law Update," Jersey Shore Association of Human Resources (Neptune, NJ, November 2023) (presenter)
- "Addressing Harassment in the Workplace," Institute for Professional Development

(virtual presentation, April 2023) (presenter)

- “Addressing Harassment in the Workplace,” Association of Corporate Counsel New Jersey (virtual presentation, March 2023) (presenter)
- “Employment Law Update,” Jersey Shore Association of Human Resources (Neptune, NJ, November 2022) (presenter)
- “Addressing Harassment in the Workplace,” Institute for Professional Development (virtual presentation, August 2022) (presenter)
- “Whistleblowers and Internal Investigations: Recent Developments in Employee Whistleblower Litigation,” Association of Corporate Counsel New Jersey (virtual presentation, April 2022) (presenter)
- “Employment Law Update,” Jersey Shore Association of Human Resources (Neptune, NJ, April 2022) (presenter)
- “Addressing Harassment in the Workplace,” Institute for Professional Development (virtual presentation, November 2021) (presenter)
- “Employment Law Update,” Jersey Shore Association of Human Resources (Neptune, NJ, November 2021) (presenter)
- “WARN(ing): Rising to The Challenges When Conducting A Mass Layoff, Transfer or Termination of Operations in New Jersey,” Association of Corporate Counsel New Jersey (virtual presentation, August 2021) (presenter)
- “Hot Topics in Employment Litigation,” Jersey Shore Association of Human Resources (virtual presentation, November 2020) (presenter)
- “Hot Topics in Employment Litigation,” Jersey Shore Association of Human Resources (Oceanport, NJ, November 2019) (presenter)