



Principal, Berkeley Heights

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Christina.Silva@jacksonlewis.com

Practices

- National Compliance and Multi-State Solutions
- Corporate Governance and Investigations
- Employment Litigation
- Workplace Training

Education

- Seton Hall University School of Law, J.D. 1993
- Villanova University, B.A. 1990

Admitted to Practice

- New Jersey - D. N.J. 1994
- New Jersey 1993
- Pennsylvania (inactive) 1993

Christina Silva is a principal in the Berkeley Heights, New Jersey, office of Jackson Lewis, P.C. Her practice focuses on conducting workplace investigations and counseling management clients on employment and employee relations matters, including management best practices and organizational compliance. She also provides training to client staff and management on policies and procedures. Fully bilingual in Spanish, she translates and conducts training presentations and workplace investigations for clients with a Spanish-speaking workforce.

Christina's approach to client representation is one of communication, collaboration and dedication. In 2020, she obtained a Senior Professional Human Resources Certification to expand her legal background with an emphasis on strategic business considerations to further assist management clients. She has also been certified by the National Employment Law Institute in ADA compliance (ADAPT Certification)

Christina advises clients on risk management strategies and preventative proactive and constructive solutions to employment law issues, complaints and compliance concerns. She is experienced in preparing employee handbooks, employment and consulting agreements, and separation agreements. She consults with clients on employment actions, performance management, leaves of absence, corporate restructuring and workforce reductions. She has prepared position statements on claims of harassment, discrimination and retaliation brought before the Equal Employment Opportunity Commission and the New Jersey Division on Civil Rights, as well as defended clients in employment litigation matters in federal and state court on claims brought under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the Conscientious Employee Protection Act, and the New Jersey Law Against Discrimination.

Prior to joining Jackson Lewis, Christina spent 27 years at a law firm where she conducted workplace investigations, represented and counseled management clients in employment law matters, and served as the vice chair of the firm's Labor and Employment Department. Prior to commencing her tenure with her former firm, Christina worked as a law clerk for the Honorable B. Theodore Bozonelis, J.S.C. in Morris County, New Jersey.

Honors and Recognitions

- *The Best Lawyers in America*®, "Commercial Litigation" (2023-present), "Employment Law - Management" (2011-present), "Labor Law - Management" (2011-present) and "Litigation - Labor and Employment" (2011-present)
- *The Best Lawyers in America*®, "Lawyer of the Year: Labor Law - Management" (2024)
- *Chambers USA*, "Leading Business Lawyers, Labor and Employment Law" (2010-present)
- *New Jersey Super Lawyers*®, "Rising Stars" (2006-2009) and "Super Lawyers" (2010-present)

- *Inside Jersey*, New Jersey's Women Leaders in the Law (2012)

Published Works

- "Recognizing and Avoiding Bias in Workplace Investigations," *New Jersey State Bar Association: New Jersey Lawyer* (December 2023) [Co-Author]

Speeches

- "What to Expect in 2023 – Legal Update," Association of Corporate Counsel of New Jersey (March 2023) (co-presenter)
- "Employment Law Update and What to Expect in 2023," Hudson-Bergen Inn of Transactional Counsel (March 2023) (presenter)
- "Ethical Considerations in Conducting Internal Investigations," Association of Corporate Counsel of New Jersey (September 2022) (co-presenter)
- "Understanding Discrimination, Harassment and the Impact of Unconscious Bias," Seton Hall University School of Law (March 2022) (co-presenter)
- "Ethics – Rule of Professional Conduct 8.4(g)", Labor and Employment Law Forum (February 2022) (co-presenter)
- "Post-Pandemic Return to Work," Maplewood Chamber of Commerce (June 2021) (presenter)
- "Conducting Investigations," New Jersey Institute of Continuing Legal Education, Labor and Employment Law Forum (New Brunswick, NJ, March 2017) (presenter)
- "A Best Practices Approach to Employment Law Compliance," Morris Essex Inn of Transactional Counsel (Roseland, NJ, February 2016) (presenter)
- "A Best Practices Approach to Employment Law Compliance," Partners in Business Group (Florham Park, NJ, June 2015) (presenter)
- "Ethical and Strategic Issues in Workplace Investigations," New Jersey Institute of Continuing Legal Education, Labor and Employment Law Forum (New Brunswick, NJ, March 2015) (panelist)