



## Carol M. Goodman

*Partner; Co-Chair, Litigation Department;  
Chair, Employment Practice*

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Carol Goodman is the co-chair of Herrick's Litigation Department, chair of the firm's Employment Practice and a member of the Firm's Executive Committee.

Carol is a complex commercial litigator with a sub-specialty in employment law. Carol advises public and private companies in all aspects of employment law throughout various industries such as government, sports, multi-media, real estate, finance, hospitality, and the arts.

Carol defends employers and key employees against the full range of federal and state employment claims as well as landlords and property owners against discrimination in housing claims. Carol's experience includes litigation at the trial and appellate level in state and federal courts, arbitration venues, and before authorities such as the U.S. Equal Employment Opportunity Commission (EEOC), the New York State Division of Human Rights (NYSDHR), the New York City Commission on Human Rights (NYCCHR), Joint Commission on Public Ethics (JCOP) and the Financial Industry Regulatory Authority (FINRA).

Carol routinely works with in-house legal teams and human resource professionals to handle sensitive or high-profile 'crisis' situations. This includes internal complaints of harassment, whistleblower claims and governmental investigations.

Carol designs, implements and conducts harassment and discrimination prevention training for companies, their Board of Directors, executives, managers and/or staff. With decades of experience litigating employment matters, Carol adds an element of reality to her live training sessions (conducted in-person or, more recently, through virtual platforms) by using relevant real-life examples tailored to the specific industry and audience. Carol also regularly assists companies with establishing reporting mechanisms and conducting internal investigations.

Carol performs employment policy reviews for employers which include a full assessment to ensure that they are compliant with current laws and regulations, including with respect to new and/or evolving parental and sick leave laws, wage transparency laws, proper classification under the Labor Law and FLSA, anti-harassment and anti-discrimination regulations and laws governing restrictive covenants (which currently vary state by state). Carol regularly develops, drafts, and provides guidance on compensation arrangements, severance packages, releases and exit incentive programs. Employers rely on Carol's advice to see them through both the hiring process and individual and group terminations, mass layoffs and furloughs. During the pandemic, Carol counseled clients on implementing compliant COVID-19 safety plans, providing guidance and assistance in connection with re-entry to the workplace.

### Services

- Employment
- Employment Counseling & Risk Management
- Employment Litigation

- Executive Compensation, Benefits & ERISA
- Litigation
- Business Divorce & Partnership Disputes
- Corporate Litigation
- Securities Litigation and Enforcement
- Workplace Anti-Harassment and Anti-Discrimination Training & Internal Investigations
- COVID-19 Task Force and Resource Center

#### Education

- Fordham University School of Law (J.D.)
- Emory University

#### Recognitions and Accolades

- *Euromoney*, Women in Business Law Finalist (2024)
- *Benchmark Litigation*, Recognized as Litigation Star (2024)
- *Lawdragon 500* - Leading Corporate Employment Lawyers Guide (2024)
- *The Legal 500* - Recommended Lawyer - Litigation (2023)
- *Crain's New York Business*, Notable Women in the Law (2022)
- *The National Law Journal*, Employment Law Trailblazers (2022)
- *Thomson Reuters New York Metro Super Lawyers* - Employment Litigation: Defense, Employment & Labor: Employer (2013 - 2023)



[Award Methodology](#)

[Memberships & Associations](#)

- Trial Law Institute and Diversity Law Institute



- Fellow, Litigation Counsel of America

## Government Leadership in the Village of Rye Brook

A resident of the Village of Rye Brook, NY and an active member of the community, Carol chaired the Village's Comprehensive Plan Advisory Committee, which provided guidance and direction on its first-ever master plan for development, zoning and capital spending. In 2015, this plan was awarded the Westchester Municipal Planning Federation Commendation for outstanding contributions to planning in Westchester County. She is also a former Deputy Mayor and Trustee of the Village, and the former chair of Rye Brook's Ethics Committee.

## Long-Distance Running

Outside of the office, Carol is a passionate long-distance runner who has completed numerous half and full marathons. She also frequently runs alongside her clients and friends in 200+ mile overnight team relay races.