Janice Sued Agresti

Associate

New York

jagresti@cozen.com | (212) 453-3978

Janice represents employers in high-stakes matters and high-profile employment litigation, including trade secrets and employee mobility litigation; defending against race, sex, age, and national origin discrimination claims; and defending against whistleblower and retaliation claims.

Janice has experience advising and counseling clients on many employment matters – including advising on compliance with federal, state, and local law, advising on, and drafting, non-competes and restrictive covenants, advising on employment issues during due diligence in mergers and acquisitions, advising on WARN considerations, conducting workplace investigations, and defending ADA Title III cases.

Prior to joining the firm, Janice was an associate at an Am Law 50 firm in New York and New Jersey focusing on employment matters. Janice's prior experience includes a secondment with a Fortune 250 financial services firm in New York City and third-chairing a jury trial to a defense verdict in New Jersey state court.

Janice was also a judicial intern for the Honorable David R. Strawbridge, U.S. District Court for the Eastern District of Pennsylvania; and for the Honorable Garrett D. Page, Court of Common Pleas, 38th District, Pennsylvania.

Janice earned her bachelor's degree with a double major in history and secondary education, *magna cum laude*, from Queens College of the City University of New York. Janice earned her master's degree in adolescent education from Queens College of the City University of New York, and was named a Taft Fellow during the course of her master's studies. Before practicing law, Janice was a high school teacher in New York City and Philadelphia.

Janice earned her law degree from Temple University, Beasley School of Law, with a certificate in trial advocacy and litigation. She was a staff editor of the *Temple International and Comparative Law Journal* and a board member for the School Discipline Advocacy Service and Latin American Law Students Association.

Janice is active in the legal community and is a member of the National Employment Law Council, the Hispanic National Bar Association, the Dominican Bar Association, and the New York City Bar Association. She served on the planning committee for the 2024 NELC Annual Conference. Janice is fluent in Spanish.

Experience

Won summary judgment for a medical school in a case brought by a former resident for employment discrimination, breach of contract, and tortious interference. The plaintiff was a practicing Sikh who alleged that he was constructively terminated from the medical residency program after filing a complaint about derogatory comments about his religious practices, including keeping his hair covered by a patka. In granting summary judgment, the district court found that the medical school's stated reason for removing this plaintiff from the program -- his poor clinical performance -- was legitimate

---

Practice Areas
- Artificial Intelligence
- Employment Litigation
- Labor & Employment
- Trade Secrets, Restrictive Covenants, and Computer Abuse

Education
- Temple University—James E. Beasley School of Law, J.D., 2017
- Queens College of the City University of New York, M.S., 2010
- Queens College of the City University of New York, B.A., *magna cum laude*, 2008

Bar Admissions
- New Jersey
- New York
- Pennsylvania

Court Admissions
- U.S. District Court -- Eastern District of New York
- U.S. District Court -- Southern District of New York
- U.S. District Court -- New Jersey
- U.S. District Court -- Eastern District of Pennsylvania
- U.S. District Court -- Middle District of Pennsylvania

Affiliations

National Employment Law Council, Academy Fellow (2019, 2020) and Member

National Bar Association, Latina Commission's Latina Leadership Academy (2019) and Member

Dominican Bar Association, Youth Outreach Committee Chair, Law Student Committee Chair (2021) and Member

New York City Bar Association, Associate Leadership Institute Fellow (2021), Trade Secrets Committee Member (2020-2023), Labor and Employment Committee Secretary (2021-2022)

Awards & Honors
- Selected to Super Lawyers, Rising Stars 2019-2024 lists. This award is conferred by Super Lawyers. A description of the selection methodology can be found here. No aspect of this advertisement has been

COZEN O'CONNOR

and nondiscriminatory. This result was affirmed by the U.S. Court of Appeals for the Second Circuit.

Represented Leger, the largest Canadian-owned market research and analytics company, in its acquisition of 360 Market Reach, a market research company based in New York City. This transaction drew on the experience of the firm's Corporate, Tax, Employee Benefits & Executive Compensation, and Labor & Employment attorneys.

Successfully moved to dismiss an age discrimination suit filed against a university client in which both the plaintiff's and the comparator's military service was a key fact.

Janice Sued Agresti
jagresti@cozen.com
P: (212) 453-3978 | F: (212) 509-9492

COZEN O'CONNOR