



# EMPLOYMENT DISCRIMINATION LAW LAWYER OF THE YEAR

IN THE UNITED STATES

## WILLIAM PHILLIPS

### CONTACT DETAILS

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**PHILLIPS & ASSOCIATES**

ATTORNEYS AT LAW. PLLC

### PROFESSIONAL BIOGRAPHY

William Phillips is the Founder and Managing Partner of Phillips & Associates. His law firm has handled thousands of employment cases including, sexual harassment, pregnancy discrimination, race discrimination, disability discrimination and other employment law cases. Phillips & Associates works hard to obtain the best possible results for their clients, and has had great success in securing millions of dollars in damages and settlement awards.

Mr. Phillips was selected as a 2017 and 2018 "Top 100 Labor & Employment Lawyer in New York" by the American Society of Legal Advocates, one of the "10 Best Labor and Employment Attorneys in New York" by the American Institute of Legal Counsel and was recently selected as a member "Lawyers of Distinction" in Employment and Labor Law. Mr. Phillips is also a member of the "Million Dollar Advocates Forum". The Million Dollar Advocates Forum is one of the most prestigious groups of trial lawyers in the United States. Membership is limited to attorneys who have won million and multi-million-dollar verdicts and settlements.

### BAR ADMISSIONS

- New York
- Eastern District of New York
- Southern District of New York
- Western District of New York
- U.S. Court of Appeals for the Second Circuit

### AFFILIATIONS

- American Bar Association
- National Employment Lawyers Association ("NELA")
- American Society of Legal Advocates
- New York State Trial Lawyers Association
- New York County Lawyers Association
- Brooklyn Bar Association
- New York Chapter of NELA

### FIRM DESCRIPTION

Phillips & Associates has established itself as the go to law firm in New York for victims of sexual harassment and discrimination. Most recently, Phillips & Associates was selected as one of the "10 Best Employment & Labor Law Firms" in New York" by the American Institute of Legal Counsel. Additionally, many of our attorneys have achieved "best of" status in employment law. In fact, we have 10 attorneys who have achieved "Super Lawyer" ranking among the top employment attorneys in New York. We also have four employment attorneys who are members of the prestigious "Million Dollar Advocates Forum".

#### Proven Success - Over \$110 Million in Client Settlements & Verdicts

Phillips & Associates is a workplace discrimination law firm serving the New York City and Tri-State area. Over the past eight years, our attorneys have obtained over \$110,000,000 in settlements and verdicts for victims of discrimination. Most of our verdicts and settlements are single plaintiff employment related cases; not class action civil rights cases or personal injury cases. We have multiple attorneys with experience handling high value cases. Many other employment lawyers have never handled a case over \$200,000 let alone \$1 million. Very few plaintiff's firms can match our depth of knowledge and experience in employment law.

#### We Only Focus on Employment Law & Discrimination

The attorneys and staff at Phillips & Associates are seasoned legal professionals who are well-versed in employment and discrimination law. Unlike many other employment law firms, who practice in multiple areas of law, handling real estate transactions, bankruptcy, divorce or personal injury along with employment law as a side business, at Phillips & Associates, our only focus is employment discrimination/sexual harassment and we are very successful at it. Additionally, many firms represent employees on one day but then turn around and represent and advocate the companies the next day. We only represent employees. We do not need to practice in other areas of law, or represent corporations, to make ends meet.

#### Financial Backing

Litigation is costly. At Phillips & Associates, we advance the cost of your litigation. Many firms do not have the financial resources to fund the cost of litigation properly. We spend the amount of money necessary to properly litigate our clients' case to the fullest extent. We will take every deposition and pay for all discovery and expert reports necessary. Clients need to take a close look at the law firm they want to hire and determine if it has the funds and the resources to properly litigate his or her case to the end. Ask yourself, if they don't have a proper office, a receptionist, paralegals or a staff of attorneys, do they really have the financial backing to properly represent you?

#### Employees Face an Uphill Battle



### **We Level the Playing Field**

Employees are at a big disadvantage in the workplace. This power disparity can intensify after experiencing sexual harassment or discrimination. This With 18 employment discrimination attorneys, we have the resources and financial backing to level the playing field and stand up to the large law hired by the employers. We are one of the largest discrimination & sexual harassment law firms representing employees in New York, New Jersey, and Philadelphia. When you hire Phillips & Associates, you hire an entire legal team to fight for your rights. We have handled thousands of employment cases from inception through trial and appeal. Our firm has successfully represented clients who have been sexually harassed or discriminated against because of their pregnancy, race, national origin, gender, religion, disability and other protected traits. At Phillips & Associates, we don't believe in a one-size-fits-all approach – We always strive to provide quality, compassionate, and personalized representation for each and every one of our clients.

### **Over 75% of Employees Lose Before Ever Getting to Trial**

While employees are at a disadvantage in the workplace, they face even bigger hurdles during litigation. A Federal Judicial study showed 75% of employees lose their case at the summary judgment stage (ie. before trial.) When a company is sued for discrimination, it often will have its attorneys file a motion to dismiss the case after discovery. This motion is referred to as a “summary judgment” motion. If the employer is successful, the case is over, the employee loses the case, and the case never even gets to a jury. You need a dedicated law firm with experience standing up to the large corporate lawyers to fight for your rights in the workplace.

### **Over 65% of Employees Lose at Trial**

The numbers continue to show the difficulties employees have when they take their employer to court. Even if the employee has been successful at getting to a jury, they tend to lose approximately 65% of the time. It's important to have a discrimination law firm that has the knowledge and the experience to know when to fight and to know when it is ideal to settle. We conduct a risk/reward analysis on every case we handle. We continue this analysis throughout the litigation. We will advise when and if we feel it's appropriate to settle and when and if you should continue to litigate. We strive to obtain a favorable settlement/resolution in order to save the time and expense of trial, as well as provide our clients with a definitive outcome and closure. But when necessary, our firm is willing and equipped to take your case to trial and vigorously defend your rights in court.

### **Aggressive Representation for Employees**

At Phillips & Associates, we handle a variety of workplace discrimination matters, including Sexual Harassment and Pregnancy Discrimination. New York City laws prohibit discrimination in the workplace based on all of the following characteristics:

- Age
- Care-giving responsibilities
- Criminal Conviction
- Disability
- Gender
- National Origin
- Pregnancy
- Race
- Religion
- Sexual Orientation

*Sexual harassment* by a person of the same or opposite sex is also prohibited by law. Workplace discrimination encompasses all aspects of employment, including hiring, firing, wages, assignments, promotions, and layoffs. Call today for a free consultation (212) 248-7431 or fill out and submit our online Contact Us form.

### **Retaliation Is Illegal**

Many people are afraid to complain of discrimination or sexual harassment in the workplace. Your employer is legally prohibited from retaliating against you because of a complaint you made regarding discrimination or sexual harassment. The law firm of Phillips & Associates also handles claims involving failure to pay overtime, retaliation for complaints of discrimination or harassment, violations of the Family and Medical Leave Act (FMLA), EEOC representation and mediation, severance agreements, and more.

### **Compassion - We Fight for Your Rights in the Workplace**

At Phillips & Associates, we understand that being the victim of discrimination or sexual harassment in the workplace is a very difficult experience. Workplace discrimination or sexual harassment can undermine your job performance and personal life, as well as damage your sense of well-being and dignity. Our firm is dedicated to helping our clients achieve the justice they deserve and restore a sense of control over their lives. If you are being treated unfairly based on a protected trait or experiencing sexual harassment, there are legal resources available to you. However, the statute of limitations to bring job-related claims is brief, so it is in your best interests to consult an attorney as soon as possible.

Browse our recent cases in the news to find out more about how Phillips & Associates can help you defend your rights on the job.

### **Free Consultation & No Attorney Fees Unless We Recover**

Many discrimination law firms charge an upfront fee, anywhere from \$500.00 to \$5,000 for an initial retainer. We cannot, with good conscience, ask a person who just lost their job to pay a fee. So, we offer free consultations to prospective clients. Additionally, we are a contingent employment law firm. This means we do not take any attorneys' fees unless we are successful in obtaining a verdict or settlement.

To schedule a free consultation with an experienced New York workplace discrimination attorney, contact the law office of Phillips & Associates by calling (212) 248-7431 or fill out and submit our online Contact Us form. We look forward to providing you with the highest quality legal representation.

#### **ATTORNEY ADVERTISING**

The information presented should not be construed to be formal legal advice. The determination of the need for legal services and the choice of a lawyer are extremely important decisions and should not be based solely upon advertisements or self-proclaimed expertise. No representation is made that the quality of the legal services to be performed is greater than the quality of legal services performed by other lawyers. Any testimonial or endorsement does not constitute a guarantee, warranty, or prediction regarding the outcome of your legal matter. Prior results do not guarantee a similar outcome.

**We serve clients in New York City, Long Island, New Jersey, Westchester and Miami.**