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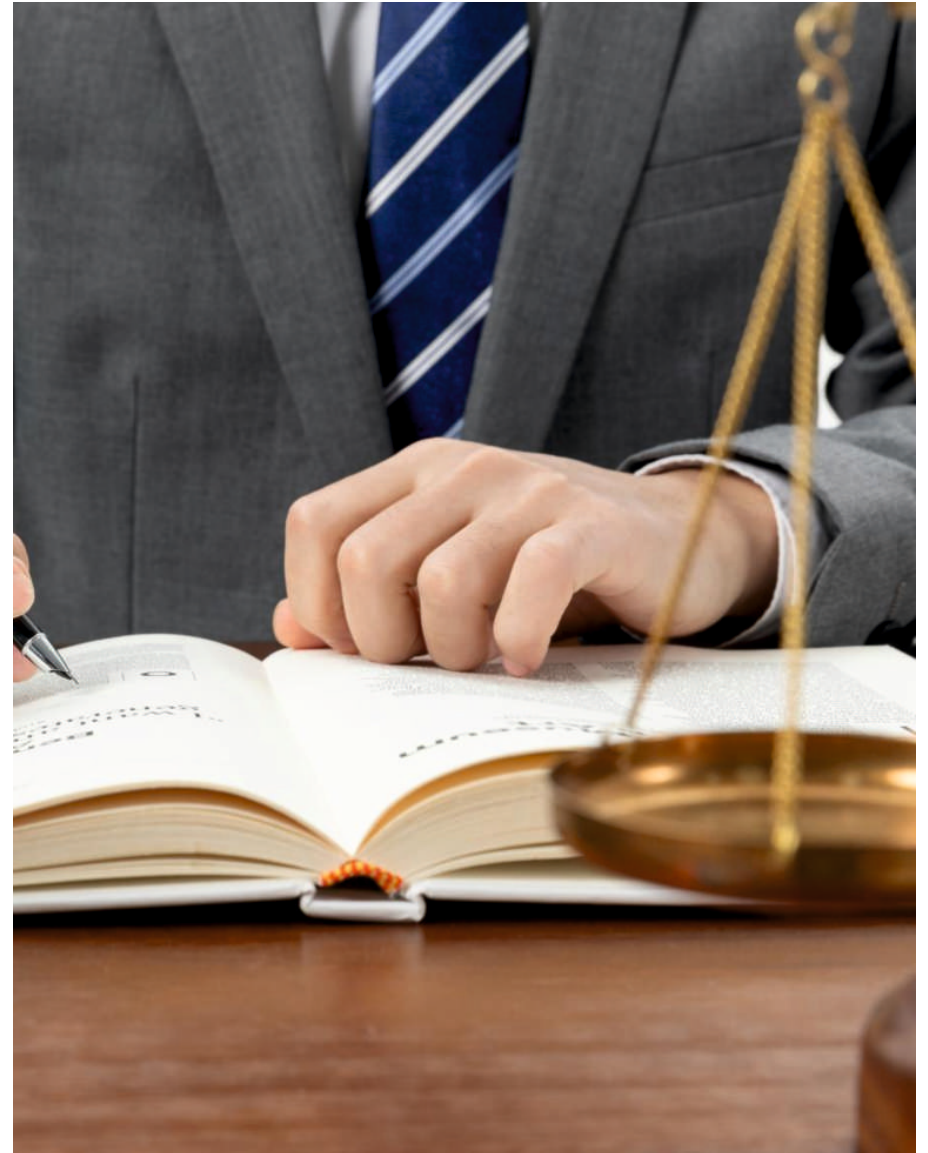
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Founder and
Managing Partner

**William K.
Phillips**

Top 10 Most Prestigious Leaders Making an Impact in Legal Industry, 2025





Editorial Note

WILLIAM K. PHILLIPS

TOP NYC SEXUAL HARASSMENT, DISCRIMINATION, AND EMPLOYMENT LAW FIRM



William K. Phillips is the Founder and Managing Partner of Phillips & Associates, one of the top employment law firms dedicated exclusively to championing the rights of employees against workplace discrimination, sexual harassment, and retaliation.

A Mission of Justice: Under his leadership, the firm has established a reputation as a powerhouse, focusing only on representing workers and never corporations. The firm was founded in 2011 with the clear mission to give a voice to employees who have been silenced or mistreated in the workplace. **Professional Background and Recognition:** A native of Brooklyn, New York, Mr. Phillips is a dedicated advocate admitted to practice in several federal courts. Before establishing his firm, he gained diverse experience in business and finance, which provides a valuable perspective for analyzing the industries in which his clients work.

He has been consistently recognized by his peers, having been selected as a "Top 100 Labor & Employment Lawyer in New York" and one of the "10 Best Labor and Employment Attorneys in New York" multiple times. He is also a member of the prestigious Million Dollar Advocates Forum, a group reserved for trial lawyers who have won million and multi-million-dollar verdicts and settlements. Outside of the courtroom, Mr. Phillips is a strong supporter of the arts and is a published fashion and portrait photographer.

Spotlighting of excellence, the latest edition of World Business Insights Magazine, Top 10 Most Prestigious Leaders Making an Impact in Legal Industry, 2025; features the Founder and Managing Partner William K. Phillips Top NYC Sexual Harassment, Discrimination, and Employment Law Firm

Bonnie Schneider
BONNIE SCHNEIDER
EDITOR-IN-CHIEF

PUBLISHER
Nancy D. Polk

EDITOR-IN-CHIEF
Bonnie Schneider

PROJECT MANAGER
Albert Salcido
Ramona Karr
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**CUSTOMER RELATIONSHIP
MANAGER**
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Nicholas MacDevitt

SOCIAL MEDIA MANAGER
Sandra Miller

RESEARCH ANALYTICS
Jeremy H. Keith

BRAND COORDINATOR
Linda Thompson

World
Business Insights



+1 614-602-1934



david@worldbusinessinsights.com
mikel@worldbusinessinsights.com



8 The Green Suit,
Dover Delaware, 19901, USA

801, Building 12, Bay Square,
Business Bay, Dubai

56/01/46 Nr. M K Hotel, Pimple Gurav,
Pune, Haveli, Maharashtra, India, 411061

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C o n

t e n t s

COVER STORY

08

William K. Phillips

BUSINESS PROFILE

18

Carina Wessels

22

Quentin Bargate

28

William K. Phillips



COVER STORY

Founder and Managing Partner

William K. Phillips



Top NYC Sexual Harassment,
Discrimination, and Employment Law Firm



In every corner of the workplace, a silent struggle often goes unnoticed, the quiet toll of harassment and intimidation that chips away at dignity and well-being. No one is exempt from paying the debt of nature when it comes to respect and fairness. For those caught in this invisible battle, the path to justice can seem daunting and unclear. That's where Phillips & Associates steps in.

With a steadfast commitment to victims across industries, from executive assistants working for CEOs to hospitality staff in Miami, and junior lawyers facing pressure in Manhattan, this firm offers free consultations and works on a contingency fee basis, meaning you don't pay unless they recover for you. They understand the complexities of sexual harassment and are relentless in pursuing justice, ensuring that even the smallest violations are taken seriously, supporting clients every step of the way toward healing and resolution.

Combating Misconceptions & Building Strong Cases in Sexual Harassment Claims

When people call Phillips & Associates seeking help from sexual harassment attorneys, they often arrive unsure of their rights. They might say, "I didn't want to rock the boat," or feel pressured to agree to something because their boss made advances. Many believe that harassment only matters if it occurs at the workplace, not understanding that work-related events like conferences, after-hours dinners, or office parties are covered by employment law. At Phillips & Associates, we make it clear that the law protects individuals in those settings just as much as within the physical office.

Misunderstandings about what constitutes harassment are surprisingly common. It's not just physical touching that counts. Repeated inappropriate comments, unwanted texts or emails, sexual jokes, or pressure from a supervisor to

date them can all qualify under sexual harassment law—especially when they degrade the work environment or harm the employee's emotional well-being. Some believe that having a relationship with a supervisor disqualifies a person from bringing a case. But what matters is whether the relationship was truly consensual, or whether power dynamics, coercion, harassment, or grooming played a role.

Another myth is that retaliation—such as demotion, firing, or other negative action following a rejection of advances or end of a relationship—is somehow acceptable. In reality, retaliation is illegal.

Phillips & Associates rejects the idea that high-profile individuals are beyond accountability. Whether it's a CEO, law firm partner, or business owner, no one is untouchable when there has been abuse of power. Our firm has successfully held people in these positions responsible under employment law and sexual harassment statutes.

Proving a hostile work environment is often the biggest challenge in sexual harassment cases. Employers and abusers rarely leave obvious evidence. Instead, victims are worn down over time—by crude comments, unwanted touches, threatening messages, or grooming tactics. It's often the accumulation of these small, repeated actions that creates a legally actionable pattern. To build a strong case, Phillips & Associates works closely with clients to document every incident: retaining emails and texts, noting times and dates, identifying witnesses, and maintaining detailed records. Small details that clients once considered "too insignificant" can become critical. In many workplace relationship cases, this careful documentation reveals "quid pro quo harassment," where job benefits, promotions, or continued employment are tied to sexual demands.

With the support of skilled sexual harassment attorneys, clients can enforce their rights under employment law,

“ I built Phillips & Associates to do one thing: give employees equal power in the fight against harassment, discrimination, and retaliation ”

demand accountability, and win cases they once thought unwinnable. The firm's approach emphasizes both legal knowledge and practical action so that every person who has suffered harassment can see justice and healing.

Harnessing Digital Evidence to Secure Justice

The rise of social media, Slack, Zoom, and messaging apps has changed how sexual harassment cases are litigated. For Phillips & Associates, these platforms often provide strong evidence—from late-night texts from supervisors or Slack threads with sexist jokes to even deleted photos. But these digital channels also carry risks: they can expose victims to public shaming or gossip, so the firm takes careful steps to protect client privacy throughout the legal process.

Our employment lawyers in New York, New Jersey, and Miami know how to gather, preserve, and use digital evidence without compromising confidentiality. In one New York hospitality matter, text messages between a manager and employee became the key evidence in reaching a six-figure settlement. In another, deleted texts helped show retaliation against a paralegal who was terminated after ending a relationship.

One of our most important wins involved representing a Fortune 500 executive assistant in New York who was pressured by her CEO into a relationship with promises of career growth. When she ended it, promotions stopped, her projects were reassigned, and she was ultimately fired. We built a detailed timeline using messages, company calendars, and witness testimony, which led to a confidential seven-figure settlement and sent a strong message to employers that retaliation carries serious consequences.

Advocating Justice with Compassion

Laws are shifting to better reflect the power imbalances in workplace harassment. In New York, for example, recent changes to the state Human Rights Law mean employees no longer must prove harassment was "severe or pervasive" to bring a claim—any conduct causing inferior terms or conditions of employment because of a protected trait can now form the basis of a case. Under the New York City Human Rights Law (NYCHRL), employers are strictly liable for harassment by supervisors, giving workers across Manhattan, Brooklyn, Queens, the Bronx, and Staten Island stronger protections. In New Jersey, protections against retaliation keep growing, and in Miami both state and

federal laws offer sexual harassment victims safeguards—especially in industries like hospitality, healthcare, and entertainment.

Phillips & Associates brings together skilled sexual harassment attorneys who combine legal expertise with real compassion. Recognizing how deeply personal these cases are, the firm supports clients throughout the emotional and legal journey. Known for tenacious advocacy, the firm often achieves confidential settlements and positive resolutions without exposing clients to trial publicity.

Compassion is central to building powerful cases. Phillips & Associates listens without judgment so clients can share their full stories. They explain your rights and options clearly at every stage—whether that means filing a complaint, negotiating a settlement, or going to court. They



“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.”





also work to secure protective settlement terms like neutral references and non-disparagement clauses so your future career isn't damaged. Wherever helpful, the firm connects clients with trusted therapists and coaches to support healing.

When clients feel heard and properly supported, they are more able to share the important details and stay resilient. That approach doesn't just lead to legal wins—it leads to lasting victories in lives.

Empowering Victims and Innovating Legal Support

Facing workplace harassment can feel overwhelming, and many victims consider giving up. Phillips & Associates advises clients to keep detailed records of incidents—including dates, messages, and emotional impact—preserve all evidence, and seek support from friends, family, or confidential helplines. For emotional and physical well-being, consulting trusted professionals such as therapists or doctors is encouraged. With these steps, the firm has helped clients recover more than **\$300 million**, not only in compensation but in dignity, confidence, and hope.

Recognizing that many employees cannot rely on human resources, especially when harassment involves high-level supervisors or executives, Phillips & Associates is working to level the playing field. The firm leverages technology, broad legal networks, and advocacy to open new paths to justice. They launched resources like HarassmentHelp.org, a platform built to help people nationwide learn their rights, explore legal options, ask confidential questions, and connect with a sexual harassment attorney securely from home. In addition, Phillips & Associates is expanding outreach via a podcast focused on workplace harassment issues and gearing up to host the National Sexual Harassment Conference in Miami in Spring 2026, bringing together experts, survivors, and advocates to strengthen protections against discrimination and hostile work environments.

Strategies for Justice and Change

Imagine working in an environment where speaking up feels like a gamble—yet staying silent costs your dignity. That's precisely why effective sexual harassment prevention must be more than formalities. Companies need to prioritize real change: comprehensive harassment prevention policies, yearly interactive training for all employees (from interns to executives), multiple safe and confidential reporting

channels, and swift, serious responses to every complaint. New York law, for instance, now requires every employer to provide annual, interactive sexual harassment prevention training that meets state minimum standards.

Too often, companies protect high-earners or “rainmakers,” treating training as a checkbox, and even retaliating against those who speak up. One case in New York's security industry showed this clearly: a woman who reported inappropriate comments by her supervisor was moved to a worse location and given unfavorable hours instead of seeing consequences for the harasser.

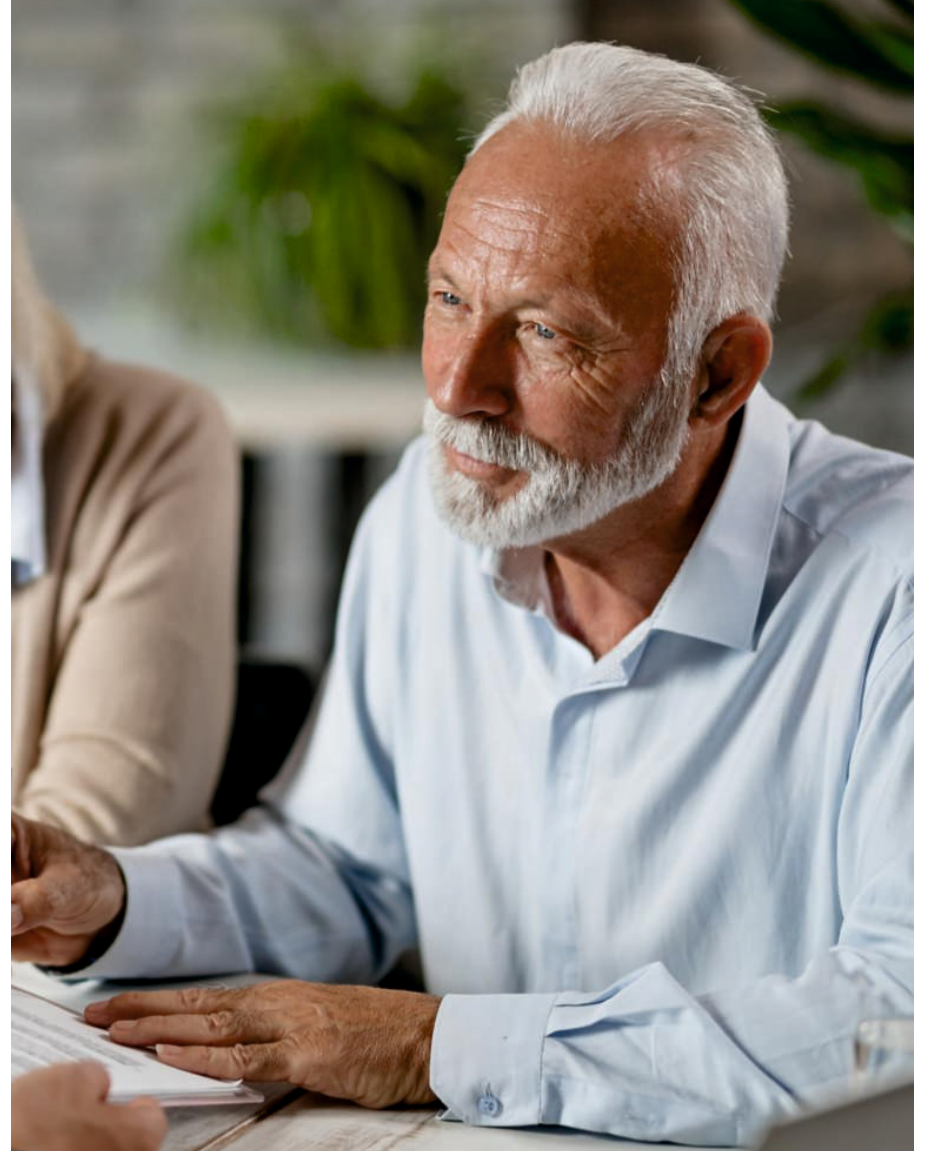
For young attorneys entering this field, Phillips & Associates offers this advice: listen first—this is work about people, not just statutes. Learn how power works in the workplace, who holds it, how it's exercised, and how the law defines or limits it. And become skilled in digital evidence, since texting apps, Slack messages, deleted photos, and other communications are now critical proof in sexual harassment and retaliation cases. Phillips & Associates has already recovered \$27 million just in the first seven months of 2025 using these strategies.

Proven Advocacy with Compassion

At Phillips & Associates, proven advocacy comes with compassion. If you are looking for a top sexual harassment lawyer in New York, New Jersey, or Miami, it's essential to choose a firm that blends courtroom experience with caring support. With more than \$300 million won, the firm doesn't just take cases — they win them. Whether confronting CEOs, law firm partners, or business owners, or fighting retaliation when someone reports misconduct, Phillips & Associates delivers results.

For example, in New Jersey, the firm secured a seven-figure settlement for an administrative assistant coerced into a relationship with a senior executive during an out-of-state retreat. Beyond financial recovery, the firm compelled her employer to implement improved training programs to prevent future abuse.

If you're in New York, New Jersey, or Miami and need an experienced employment, discrimination, or workplace harassment attorney, contact Phillips & Associates today. They offer free consultations and work on a contingency fee basis — meaning you pay nothing unless they recover compensation for you. Your job, your dignity, and your future are worth fighting for.





Carina Wessels

A Visionary in Law and Sustainability

Carina Wessels is an accomplished legal and governance expert who has built a diverse career by embracing new challenges and expanding her expertise beyond traditional legal roles. Currently, she is a senior executive at **Alexforbes**, where she leads the company's governance, legal, compliance, and sustainability initiatives. Her journey is a testament to the power of continuous learning and hard work.

Wessels' career path began with law, but it was far from linear. After an early foray into software sales and a brief stint as a client services manager, she returned to the legal field with a broader perspective. She gained extensive experience in areas like **labor law**, **corporate governance**, and **commercial law**, while also taking on roles in Human Resources, Finance, and Risk Management. Her impressive background includes a nine-year tenure at **De Beers** and a year at **Investec**, culminating in her first executive role at **Exxaro** at the age of 33.

A Commitment to Purpose and Impact

Wessels believes her success is rooted in her **passion for making a difference** and her consistent ability to "get things done." This drive extends beyond her corporate responsibilities; she is also a passionate advocate for charitable causes. She actively supports the **Change a Life Cycle Tour**, an annual fundraising event that has raised over R80 million for crime prevention and youth development in South Africa.

Wessels' dedication to creating a positive impact is particularly evident in her focus on **sustainability at Alexforbes**. She sees a great responsibility and privilege in helping businesses and retirement funds become more resilient and sustainable, noting that steering pension funds toward sustainable investments can have a significant positive effect on cutting carbon footprints.

Key Leadership Insights

Wessels offers valuable advice for aspiring leaders, emphasizing that leadership is a **privilege and a tremendous responsibility**. She urges new leaders to reflect on their purpose and what kind of difference they want to make. She also stresses the importance of learning from others through reading and mentorship, both what to do and what not to do.

Central to her philosophy is the belief that **hard work is non-negotiable**.

"The harder you work, the luckier you get. I honestly believe there is no substitute for hard work. It looks different as you progress through your career, but ultimately being the hardest worker (and this means outcomes, not just inputs) in the room or the one that gets things done (big or small), no matter what, creates trust and credibility. This in turn leads to greater opportunities and exposure. For youngsters, volunteer to get involved - in anything - it all creates depth and breadth of experience"

:alexforbes
insight • advice • impact



Quentin Bargate

Navigating Luxury Assets with Integrity and Expertise

The luxury asset world is as much about trust as it is about expertise. Clients don't come knocking because of flashy advertisements; they come because someone they respect has whispered a name that carries weight. In this space, reputation travels faster than any marketing campaign, weaving through family offices, professional circles, and the rarefied world of superyachts. It is in this discreet, high-stakes environment that one law firm has built its legacy by delivering such excellence that its name has become currency in itself.

That legacy belongs to Bargate Murray, where the driving force is its **Founder and CEO, Quentin Bargate**. A solicitor by training but an entrepreneur by instinct, Quentin has always embraced the philosophy of “back yourself,” a mantra rooted in the mentorship he received in his formative years in the Shipping Group at Lovell, White and King (now Hogan Lovells). Today, he carries that lesson forward balancing the freedom of a practice that can operate from anywhere in the world with the responsibility of mentoring the next generation, ensuring they too gain the invaluable, hands-on experience that shaped his own career.

From Luxury Assets to Legal Frameworks

Quentin strives to foster inclusivity in his leadership, reflected in his decision to strip away unnecessary firm rules. For him, it is not about where or even when someone works within the bounds of client needs but about what they achieve.

Most of Bargate Murray's new work comes from long-established clients or through word-of-mouth recommendations from professionals and family offices

who recognize the firm's reputation and expertise in the luxury asset space. This means misconceptions are rare. On the occasions when new clients arrive with limited prior experience, however, they often underestimate the complexity of the process and the tax risks involved. With yachts and aircraft crossing international boundaries, and even EU member states applying radically different approaches to VAT and domestic tax treatments, the firm's extensive network of international colleagues often proves invaluable in saving clients significant sums of money.

With more than 45 years of experience as a commercial lawyer, Quentin knows that the greatest risks are often hidden in seemingly simple details. One recurring issue is the failure to include an effective jurisdiction and governing law clause in contracts. As he often points out, even the most carefully drafted agreement can become meaningless or worse, disastrous if the governing law and dispute resolution framework are not properly considered. Having encountered clauses that were, in his words, “complete nightmares,” he warns that overlooking this step can lead to catastrophic consequences. It is, as he describes, the ghost that can wreck the machine.

Blending Tradition with Technology

Nearly every aspect of legal practice has shifted online, a process accelerated by the pandemic. Quentin acknowledges both the advantages and drawbacks of this transformation. On one hand, it enables him and his colleagues to work from virtually anywhere in the world; on the other, it can



deprive junior lawyers of the invaluable one-on-one learning experiences that shaped his own career. To counter this, he ensures that Bargate Murray maintains a collegiate and supportive culture, making it a priority to liaise with staff daily and hold frequent in-person meetings.

When it comes to evidence and documentation, Quentin notes that the digital shift bolstered by upgraded document management software has actually streamlined the process. For the firm's predominantly international client base, this has made matters far smoother and more efficient, particularly for those based overseas.

Quentin still recalls one of his earliest cases from his time at Lovell White and King. An hour before his wedding, an oil trading client called in a panic: millions of dollars' worth of oil product in shore tanks had been arrested by a claimant. In haste, Quentin phoned his then-boss, who stepped in to resolve the crisis by personally guaranteeing the release of the cargo. When Quentin arrived at his wedding, his boss was there, smiling the issue had been dealt with. That personal commitment to clients left a lasting impression on Quentin, shaping the approach he carries to this day. As he puts it, he was well trained.



His arbitration career now has two distinct dimensions. The first is as a party representative, acting for clients and drawing on decades of hard-won experience to achieve results. The second is as an arbitrator, where his role mirrors that of a judge: a neutral decision-maker. His maritime arbitration experience, particularly under LMAA Terms, is substantial and traces back as far as 1983 beginning with that very shore tank arrest case that first tested his resolve.

Navigating Change with Integrity

The legal landscape for maritime and luxury asset work continues to evolve, and Quentin Bargate is quick to highlight the developments that matter most. The 2019 Hague Judgments Convention, which came into force on 1 July 2025, has reintroduced treaty-based enforceability of English court judgments across the EU (with the exception of Denmark) and other contracting states. For clients navigating sale-and-purchase, finance, management, and refit contracts under English law and courts, this represents a valuable post-Brexit upgrade.

Yet, given the prevalence of English law and LMAA arbitration clauses in maritime contracts, Quentin points to the new Arbitration Act 2025 as the true game-changer. By delivering faster, fairer, and more predictable outcomes while safeguarding confidentiality it reinforces London's pre-eminence as a hub for dispute resolution. Looking further back, he also notes the enduring impact of the Maritime Labour Convention 2006, which set important standards for improving crew welfare worldwide. Bargate Murray were one of the first law firms to ensure clients' yacht were fully compliant.

For Quentin and his team at Bargate Murray, however, excellence is not about size but focus. As he describes it: *"Small can be better. We are a bespoke luxury asset and superyacht firm. What you see is what you get."*

At the heart of this ethos lies trust. Clients turn to the firm not just for technical expertise but for reassurance knowing their burden, whether a complex transaction or a high-value dispute, will be carried with care, integrity, and precision.

Guiding Clients Through the Complexities of Yachting Law

Bargate Murray is a nimble, fast-responding firm supported by a trusted network of global contacts. Soon, it will extend its presence with the opening of a representative office in

Dubai—a new centre of gravity for superyacht work. With many clients relocating to the UAE, the firm is positioning itself locally to better connect with and support them.

For those navigating the complex world of superyachts, Quentin offers clear, practical advice. First, involve a skilled superyacht lawyer at the earliest stage. Second, if you engage a yacht broker, examine their recent record carefully and retain the very best. Third, build a strong team of professionals' lawyers, brokers, tax advisers, and more who can help you manage this challenging arena. A former superyacht captain acting as project manager can also prove invaluable.

Above all, Quentin emphasizes the importance of trust: speak to someone you know and rely on within the sector. It is, after all, a relatively small industry where reputation and relationships make all the difference.

Backing Himself in the Luxury Asset World

In a relatively unregulated industry, trust is everything. Bargate Murray has faced its share of challenges over the years, particularly around sanctions affecting the yacht and aviation sectors. Quentin has led the firm through these complexities with determination, working tirelessly to ensure full compliance while maintaining an open dialogue with regulators.

That diligence has not gone unnoticed. Both Quentin and his firm are consistently recognised among the leaders in law and luxury assets. For nine consecutive years, Chambers and Partners has ranked Bargate Murray as a top adviser in yachts and superyachts in its *High Net Worth* guide. Quentin himself is featured in *Spears 500* as a top-flight adviser, further solidifying his reputation in the field. His professional standing is also reflected in his Fellowship of the Chartered Institute of Arbitrators and memberships with the Nautical Institute and the Baltic Exchange.

Through it all, Quentin holds fast to a mantra instilled in every true entrepreneur: *"Back yourself."* For him, the phrase is not simply motivational it is a guiding principle. Especially when challenges arise, he believes that if you are unwilling to back yourself, no one else will. It is this quiet confidence, paired with hard-earned expertise, that continues to shape Bargate Murray's standing as a trusted name in the luxury asset and superyacht sector.





Victoria Cherfane

28

Oct. 2025

Transforming Legal Practice with Vision, Courage, and Empathy

Long before titles and accolades, **Victoria Cherfane's** journey in law was shaped by a simple yet powerful realization: the law is not just about statutes and courts, but about lives. Every case she encountered whether modest or monumental was a reminder that behind each dispute lay a family seeking fairness, a business striving for stability, or a community depending on justice. To her, raising awareness about rights and responsibilities was just as vital as advocacy itself.

For Victoria, progress in law does not come from grand gestures alone, but from the small, consistent steps educating citizens, nurturing fairness, and building frameworks that create lasting stability. This belief has guided her work in developing systems that go beyond conflict resolution to ensure sustainability and social development. At the same time, she has embraced the quiet but essential balance between professional dedication and personal life, recognizing that harmony at home often strengthens purpose at work.

From Rules to Rights

Victoria's journey in law began with a simple but powerful observation: people often face injustice because they do not know their rights. From an early age, she believed that the law should serve as a shield of protection, not as a privilege reserved for a few. That conviction inspired her to dedicate her career to the study and practice of law.

For her, law is more than rules and procedures; it is a mission. It represents the possibility of fairness, accountability, and empowerment. Each step of her professional path has been guided by the desire to ensure that justice is not an abstract concept, but a lived reality for individuals, businesses, and communities.

To Victoria, innovation in law means moving beyond the idea of law as a reactive tool and transforming it into a proactive force for good. She believes legal counsel must anticipate challenges before they arise, build compliance into the DNA of projects, and ensure that law empowers progress rather than hinders it.

Equally, innovation is about accessibility. Legal knowledge, in her view, should not be confined to boardrooms or courtrooms, it must be translated into language people understand. When legal literacy becomes widespread, businesses and individuals make better decisions, disputes are reduced, and trust flourishes.

For Victoria, innovation in law is the union of technology, foresight, and ethics creating strategies that are both efficient and humane.

Empowering Justice Through Law, Education, and Sustainable Leadership

Victoria's work centers on empowerment through law whether for individuals seeking justice, entrepreneurs building new ventures, or organizations striving to align growth with integrity. She believes that the law should not only resolve disputes but also guide, protect, and enable sustainable development.

Her commitment extends beyond practice to education. For Victoria, raising awareness about rights and responsibilities is as important as advocacy itself. She views legal literacy as a foundation for stronger, more just societies empowering people to prevent disputes, protect their interests, and make informed decisions.

Her academic research reflects the same vision. By exploring preventive frameworks and sustainable legal models, she contributes to a global legal practice that embeds responsibility into decision-making from the outset, ensuring that law serves as a catalyst for fairness and resilience.

Victoria acknowledges that her journey has not been without challenges. Resisting the tendency to see law as purely transactional, she insists on centering fairness, justice, and empowerment even when systems themselves are imperfect. Balancing ambition with patience, she embraces the slow, complex nature of legal change, trusting in its long-term impact. Equally, she recognizes that leadership requires harmony between professional

Oct. 2025

29

dedication and personal life, a balance she strives to uphold without losing sight of purpose.

About Attorney of Cherfane Law Firm

As Founder and Attorney of Cherfane Law Firm, Victoria built her practice on the belief that every client comes with a story, and every story has its context. Guided by her expertise in international law, she has shaped a firm that reaches across borders, serving clients in multiple countries and jurisdictions. For Victoria, the law is more than rules and procedures; it is a means of creating fairness, accountability, and understanding in a world where perspectives may differ but justice must remain universal.

Law Beyond the Courtroom

Victoria is also the Co-Founder of You've Been Served International, an NGO devoted to raising legal awareness and educating people about their rights and responsibilities. Through this initiative, she brings the law out of courtrooms and into



communities, ensuring that individuals are not only informed but also empowered to stand up for and protect their rights.

When Recognition Becomes Responsibility

For Victoria, recognition has never been about accolades but about the responsibility they carry. Receiving the prestigious Louis Delamare Award validated her deep belief in the law's ability to defend those most vulnerable. To her, it was more than an honor it was a reminder that voices raised for justice can spark meaningful change.

Her appointment as a Global Goodwill Ambassador further reinforced this conviction. Titles and awards, she believes, are not endpoints but duties: to continue advocating, to ensure dignity, fairness, and empowerment remain at the heart of her practice, and to keep building frameworks that allow justice to reach those who need it most. Grounding her journey is a simple yet powerful mantra: "I trust I will bring justice, one case at a time." For Victoria, every case no matter its size represents a life, a business, or a community relying on fairness. Justice may be delivered step by step, but each step matters profoundly.

After several television interviews, where she was often seen wearing her signature Chanel brooch, Victoria earned the affectionate nickname "the Chanel lawyer," a nod to the elegance and refinement she brings to both her appearance and her practice of law.

Service as a Way of Life

Victoria's commitment to service reaches far beyond her professional and academic roles. As a dedicated member of Rotary International and an active participant in a local club in Lebanon, she continues to uphold humanitarian values at the heart of her work.

Through these efforts, she builds bridges between law, community, and sustainable leadership demonstrating that true impact comes from serving both justice and humanity.

Building a Just and Sustainable Future

Victoria draws strength and inspiration from her family. The values of integrity and perseverance instilled by her parents have guided her throughout her journey, while her husband and young son serve as daily reminders of why the pursuit of justice, balance, and sustainability is so essential. They keep her grounded, motivated, and focused on building a legacy that contributes to a more equitable world.

Her vision for the future of law rests on preventive legal frameworks that anticipate disputes before they arise and empower individuals, businesses, and communities with knowledge and tools to protect their rights. She believes that too often injustice persists not because of intent, but because of a lack of accessible legal information.

For Victoria, embedding preventive frameworks into decision-making, supported by widespread legal literacy, represents the next frontier of justice. In her view, when people are equipped with knowledge, justice transforms from a theoretical right into a lived reality.

Her academic research reflects this mission. Pursuing her doctorate, she has focused on Alternative Dispute Resolution (ADR) in energy law, with a particular emphasis on the oil and the gas sector in Lebanon and the wider region. Recognizing the vital yet sensitive nature of energy resources, she is dedicated to developing frameworks that resolve conflicts efficiently while promoting fairness, sustainability, and stability. In a sector so central to both economic progress and social development. Her work bridges law, justice, and long-term responsibility.

Strength in Balance

Balancing her role as a mother with the demands of doctoral studies and professional leadership, Victoria embodies the resilience and vision she advocates for other women. She is a steadfast champion of women's empowerment, believing that women not only can but must take their place at the forefront of legal innovation, academia, and advocacy, all while nurturing strong families and future generations.

Purpose-Driven Leadership and Advocacy in Law

Victoria advises aspiring legal professionals to first align their path with their purpose.

She believes that prestige and titles are temporary, but purpose sustains individuals through every challenge. She emphasizes the importance of continuous learning, noting that law, like life, is constantly evolving. Growth, she says, requires humility, curiosity, and resilience.

For Victoria, true leadership is defined by service. It is not measured by titles or accolades, but by the difference one makes in the lives of others. She encourages leading with integrity, as in law, reputation is a lawyer's greatest asset and must be guarded fiercely. She also stresses the importance of thinking globally while acting locally, understanding the cultural, political, and social context of every legal decision. Finally, she advocates serving beyond the office through pro bono work, NGOs, or mentorship because law must extend beyond contracts and courtrooms.

Above all, Victoria believes that legal professionals should never lose sight of why they entered the field: to advocate for justice and give voice to those who might otherwise remain unheard. Championing Justice Through Human Rights, Integrity, and Lasting Advocacy

Victoria emphasizes the integration of human rights principles into everyday legal practice an approach shaped by mentors who valued courage as much as intellect. Receiving The Louis Delamare Award reinforced her belief that advocacy holds tangible power. She upholds integrity, empathy, and resilience as core values in her work.

Victoria draws deep inspiration from Eleanor Roosevelt, who championed the drafting of the Universal Declaration of Human Rights. Roosevelt transformed human dignity into a universal legal standard, demonstrating that law can transcend borders and serve as a framework for fairness worldwide. Her vision continues to motivate Victoria to ensure that every case she handles contributes meaningfully to justice.

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INSPIRING ENTREPRENEURIAL STORIES



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