



Contact

Evandro C. Gigante

Partner

New York

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Evandro Gigante is a partner in the Labor & Employment Law Department and co-head of the Employment Litigation & Arbitration group and the Hiring & Terminations group. He represents clients on a variety of labor and employment matters, including allegations of sexual harassment, race, gender, national origin, disability and religious discrimination. Evandro also counsels employers through reductions-in-force and other sensitive employment issues. Most recently, Evandro has developed expertise on, and represented clients in, various COVID-19 related matters, including those involving compliance with health and safety standards, the need to provide workplace accommodations and the ability to test and/or vaccinate the workforce.

With a focus on discrimination and harassment claims, Evandro has extensive experience defending clients before federal and state courts. He tries cases before juries and arbitrators and routinely represents clients before administrative agencies such as the Equal Employment Opportunity Commission, as well as state and local human rights commissions. Evandro often draws on his extensive litigation experience to help clients avoid the courtroom by effectuating positive change in the workplace through impactful anti-discrimination and harassment training, as well as robust employment policies.

Working in a wide range of industries, Evandro has experience representing clients in professional services, including law firms, financial services, including hedge funds and private equity firms, higher education, sports, media, retail, and others. Evandro also advises charter schools and other not-for-profit organizations on labor and employment matters on a pro bono basis.

Practices

Employment Litigation & Arbitration, Discrimination, Harassment & Title VII, Hiring & Terminations, Employment Counseling & Training, Higher Education and Title IX

Market Solutions

Coronavirus (COVID-19)

Education

Brooklyn Law School, J.D., 2003

cum laude

Notes & Comments Editor, *Brooklyn Law Review*

Cornell University School of Industrial & Labor Relations, B.S., 2000

Admissions & Qualifications

New York

Court Admissions

U.S. District Court, New York, Eastern District

U.S. District Court, New York, Southern District

U.S. Court of Appeals, Second Circuit

Memberships

New York City Bar (Member, Alternative Dispute Resolution Committee)

American Bar Association (Labor & Employment Law Section)

Awards & Recognition

Best Lawyers in America 2021

The Legal 500 United States: Next Generation 2017-2020

The Legal 500 United States: Trade Secrets 2017

The Legal 500 United States: Labor-Management Relations 2017

The Legal 500 United States: Workplace and Employment Counseling 2017, 2019-2020

The Legal 500 United States: Labor & Employment: Disputes (incl. Collective Actions): Defense 2019-2020

New York Law Journal Rising Star 2017

Euromoney Americas Rising Star (Shortlisted – Labor & Employment), 2018, 2019

New York Super Lawyers 2019-2020

Languages

Italian