Proskauer



Contact

Evandro C. Gigante

Partner

New York +1.212.969.3132

egigante@proskauer.com

Evandro is the go-to employment litigator and counselor when clients face their most challenging, bet the reputation claims, or want to develop policies and practices that mitigate legal risk. As an award-winning partner in the Labor & Employment Law Department, member of the Employment Litigation group, and co-head of the Counseling, Training & Pay Equity 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. In addition, Evandro handles restrictive covenant matters, including non-compete, non-solicitation and trade secret disputes. Evandro also counsels employers through the most sensitive employment issues, including matters involving employer diversity, equity and inclusion initiatives.

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 private equity and hedge funds, 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

Labor & Employment, Hedge Funds, Employment Litigation, Discrimination, Harassment & Title VII, Reductions In Force, Hiring & Terminations, Employment Counseling, Training & Pay Equity, Workplace Investigations, Higher Education and Title IX

Industries

Private Capital

Education

Brooklyn Law School, J.D.
cum laude
Notes & Comments Editor, *Brooklyn Law Review*
Cornell University School of Industrial & Labor Relations, B.S.

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
American Bar Association (Labor & Employment Law Section)

Awards & Recognition

Best Lawyers: Lawyer of the Year, Labor Law – Management, New York City 2024-2025

Best Lawyers in America 2021-2027

Chambers USA: New York: Labor & Employment 2023-2026

JD Supra Readers' Choice: Compliance 2024

The Legal 500 United States: Next Generation 2017-2021

The Legal 500 United States: Labor & Employment: Disputes (incl. Collective Actions): Defense 2019-2021

The Legal 500 United States: Workplace and Employment Counseling 2017, 2019-2021, 2025

The Legal 500 United States: Trade Secrets 2017

The Legal 500 United States: Labor-Management Relations 2017

New York Law Journal Rising Star 2017

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

New York Super Lawyers 2019-2022

Languages

Italian