



Contact

**John P. Barry**

**Partner**

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John P. Barry is a partner in the Labor & Employment Law Department and co-head of the Non-Compete & Trade Secrets Group and the Higher Education and Title IX Group.

John is an experienced trial lawyer who has appeared in courts across the U.S. He is sought out by clients to litigate and/or provide counsel for their most sensitive, sophisticated and important restrictive covenant, trade secret and employment matters. He is able to quickly dissect the issues and recognize the pressure points of how a case will unfold before a judge, jury, or administrative agency. He regularly "jumps in" to assist clients with emergent situations involving an executive's departure, a mass exodus (or raid), the planned hire of an employee or team of employees from a competitor, or claims of discrimination, harassment, retaliation or the like.

Clients call on John for his knowledge and experience in many contexts, including restrictive covenants in incentive compensation programs, acquisitions, investments and agreements between business partners, vendors and customers. Restrictive covenant matters he handles include: non-competition, non-solicitation, confidentiality, non-disclosure, non-disparagement, judicial modification (blue-penciling) of agreements, clawback and other remedial provisions. He has handled these issues in

all 50 states and internationally.

John has served as lead counsel in the defense of numerous employment discrimination and/or retaliation lawsuits. These include alleged violations of discrimination, retaliation and whistleblower laws.

John also has a niche practice representing colleges and universities in employment and student matters. As co-head of the Higher Education Group, John regularly counsels and trains clients on Title IX compliance and accommodating students with disabilities (particularly those with mental health issues). He handles OCR investigations and has represented universities in litigations advanced by students alleging discrimination and other unlawful conduct.

John's clients extend across several key industries, including:

- Pharmaceutical/Medical Device
- Financial services, private equity, hedge fund, alternative asset management funds
- Higher education (colleges and universities)
- Retail
- Technology

Most recently, John was a recipient of the 2016 Lexology Client Choice Award in the Employment & Benefits category, an accolade that recognizes law firms and partners around the world who stand apart for the excellent client care they provide and the quality of their service.

Also a noted author and speaker on employment-related topics, John has been quoted by *The National Law Journal*, among other publications, regarding employment law, privacy in the workplace and restrictive covenants. He was honored with a 2013 Burton Award for Distinguished Legal Writing for the article, "Can An Employee Steal Social Media Influence?" which appeared in *Corporate Counsel* in March 2012.

[Close](#)

## Practices

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Whistleblowing & Retaliation, Employment Counseling & Training, Discrimination, Harassment & Title VII, Non-Compete & Trade Secrets, Higher Education and Title IX, Employment Litigation & Arbitration

## Industries

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Life Sciences, Financial Institutions

## Education

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Boston University School of Law, J.D., 1994

Harvard University, B.A., 1991

*cum laude*

## Admissions & Qualifications

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New Jersey

New York

## Court Admissions

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U.S. Court of Appeals, Second Circuit

U.S. District Court, New Jersey

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

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

U.S. Court of Appeals, Third Circuit

## Memberships

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American Bar Association

New York State Bar Association

New Jersey State Bar Association

## Awards & Recognition

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Chambers USA: New Jersey: Labor & Employment 2013-2018

The Legal 500 United States: Trade Secrets (Litigation and Non-Contentious Matters)

2018

The Legal 500 United States: Litigation: Trade Secrets 2008, 2011-2015

The Legal 500 United States: Labor & Employment: Disputes 2012-2014, 2016-2018

Lexology Client Choice Award: Labor & Employment 2016

Best Lawyers in America 2008-2019

Burton Award for "Distinguished Legal Writing" 2013

New Jersey Super Lawyers 2010-2018

New Jersey Super Lawyers Rising Star 2007-2008

"Top Forty Under 40," New Jersey Law Journal 2007

Fellow, College of Labor & Employment Lawyers

Benchmark Labor & Employment Stars 2019