Proskauer



Contact

Rachel S. Fischer

Partner

New York +1.212.969.5076

rfischer@proskauer.com

Rachel S. Fischer is a partner in the Labor & Employment Law Department and a seasoned trial lawyer known for her courtroom strength and strategic judgment. She represents employers in complex, high-stakes employment disputes and is particularly distinguished by her significant trial and arbitration experience.

Rachel defends employers in all types of employment matters, including claims of discrimination, harassment, and retaliation, as well as breach of contract, restrictive covenant, and wage and hour actions. She regularly represents clients in federal and state courts, arbitration tribunals, and before administrative agencies, and has litigated both single-plaintiff cases and class actions. In a field where many cases resolve before trial, Rachel is recognized for her ability to take matters through final hearing and trial, managing every phase of litigation from initial strategy through dispositive motion practice and verdict.

Her practice includes leading defense strategy in sensitive and high-profile disputes, overseeing complex discovery, briefing and arguing critical motions and appeals, preparing key witnesses, and serving in significant trial roles. She has successfully tried cases to verdict and final arbitral award, reinforcing her reputation as a formidable advocate when the stakes are highest.

In addition to her active litigation practice, Rachel also advises clients on workplace investigations, discipline and termination decisions, and employment policies, helping employers manage risk while advancing business objectives.

Rachel represents employers across a broad range of industries, including banking and finance, law firms, media and entertainment, sports, and higher education.

In recognition of her litigation accomplishments and growing prominence in the field, Rachel was named a 2025 Rising Star by both Law360 and the New York Law Journal, highly competitive honors that underscore her standing as a leading employment litigator. She was also recognized in The Legal 500 United States (2025) for Labor & Employment: Workplace and Employment Counseling, reflecting the breadth of her practice and the strength of her strategic counsel.

Rachel's combination of trial experience, strategic insight, and practical counsel makes her a trusted advisor to employers navigating both day-to-day workplace issues and complex, bet-the-company disputes.

Practices

Discrimination, Harassment & Title VII, Higher Education and Title IX, Employment Litigation

Industries

Financial Services, Private Capital

Education

Barnard College, Columbia University, B.A.
cum laude
Columbia Law School, J.D.

Admissions & Qualifications

New Jersey
New York

Court Admissions

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

U.S. District Court, New Jersey

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

Awards & Recognition

New York Law Journal Rising Star 2025

Law360 Rising Star: Employment 2025

Best Lawyers in America: Ones to Watch 2024-2027

The Legal 500 United States: Labor & Employment: Workplace and Employment Counseling 2025