



Principal, New York City

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## Practices

- National Compliance and Multi-State Solutions
- ADA Title III
- Class Actions and Complex Litigation
- COVID-19
- Disability Access Litigation and Compliance
- Disability, Leave and Health Management
- Drug Testing and Substance Abuse Management
- Employment Litigation
- Restaurants
- Workplace Training
- Pregnant Workers Fairness Act and PUMP for Nursing Mothers Act
- LeaveSuite VIA JL
- Hotels
- Higher Education
- Construction
- Real Estate

## Education

- Brooklyn Law School, J.D. 1995
- The University of Chicago, A.B. 1991

## Admitted to Practice

- Illinois - N.D. Ill. 2020
- Pennsylvania - W.D. Pa. 2017
- Illinois - C.D. Ill. 2016
- Colorado - D. Colo. 2015
- Michigan - W.D. Mich. 2014
- New York - N.D. N.Y. 2013
- New York - W.D. N.Y. 2008
- Connecticut - D. Conn. 2007

Joseph J. Lynett is a principal in the New York City, New York, office of Jackson Lewis P.C. He is co-leader of the firm's Disability, Leave and Health Management (DLHM) practice group and leads the Disability Access and Litigation Compliance (DALC) service group. His practice focuses on assisting employers, businesses, and educational institutions in meeting the legal and practical challenges posed by federal and state laws protecting injured and ill employees, as well as disabled students and members of the public.

Joe defends employers, business and educational institutions in federal and state courts and before administrative agencies, including the U.S. Equal Employment Opportunity Commission, New York State Division of Human Rights, the New York City Commission on Human Rights, and the U.S. Departments of Labor and Education involving claims of disability discrimination arising under federal, state and local law, including Title I and III of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act and the Family and Medical Leave Act, and analogous state and local disability discrimination and public accommodation laws.

Maintaining an active counseling practice, Joe provides imaginative and creative solutions to the complex array of workplace disability and health management issues faced by both large and small companies. He counsels clients with the goal of either avoiding litigation entirely or improving outcomes before administrative agencies, courts and juries.

A significant amount of Joe's counseling involves assisting clients in conducting an "individualized assessment" required by a growing number of federal and state laws. These efforts include helping employers effectively communicate with employees and medical providers in an effort to evaluate potential risks to health and safety posed by employee injuries or illnesses. In an area of law in which there often are few bright lines, he attempts to develop practical and constructive solutions.

While attending law school, Joe was articles editor of the *Brooklyn Journal of Law & Policy*.

## Published Works

- "Website Accessibility and the Americans with Disabilities Act," American Bar Association (June 2013) [Co-Author with John Snyder]
- "Call To Duty: An Employer's Obligation to Military Service Personnel," *Pro Bono Partnership* (January 2003) [Author]
- "Trends In Alternative Dispute Resolution," *Metropolitan Corporate Counsel* (October 2002) [Co-Author]

- 2nd Circuit Court of Appeals  
1999
- New York - S.D. N.Y. 1996
- New York - E.D. N.Y. 1996
- New York 1996