



Associate, Atlanta

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Practices

- Sports
- Employment Litigation
- National Compliance and Multi-State Solutions
- Corporate Governance and Internal Investigations

Education

- Pace University, B.S. 2018
- University of Maryland School of Law, J.D. 2022

Admitted to Practice

- New Jersey 2023
- Pennsylvania 2023
- District of Columbia 2023
- Connecticut 2024
- Georgia 2024
- Georgia - N.D. Ga. 2024
- Georgia - M.D. Ga. 2024

Najmah James is an associate in the Atlanta, Georgia, office of Jackson Lewis P.C. Her practice focuses on representing employers in all aspects of workplace litigation, including discrimination and harassment based on race, color, sex, age, religion, national origin, and disability, retaliation, and FLSA. Najmah’s practice also involves providing preventive advice and counseling. With her clients, Najmah follows the motto “don’t dwell on what went wrong. Instead, focus on what to do next. Spend your energies on moving forward toward finding the answer.” – Denis Waitley

Prior to joining Jackson Lewis, Najmah was an associate with a local Atlanta employment law firm focusing her practice on representing employers in all aspects of workplace litigation, including discrimination, harassment, retaliation, and FLSA matters. Her experience also includes her tenure as an associate and paralegal at a New York employment law firm where she played a pivotal role in resolving workplace issues through culture audits, climate assessments, investigations, training, and coaching. Najmah tackled challenging workplace conflicts and conducted thorough investigations into allegations of discrimination, harassment, and other misconduct. While in law school, Najmah served as a legal intern with the U.S. Equal Employment Opportunity Commission Office of Commissioner Burrows. She also served as a student-attorney at the National Association for the Deaf and law clerk with the Maryland Office of the Attorney General.

Beyond her practice, Najmah is deeply committed to advancing the field of employment law through her leadership. She serves on the Board of Directors for the international Association for Workplace Investigators (AWI) and is the founder of the AWI Atlanta chapter, where she plays a crucial role in furthering education, training, and professional networking within employment law.

Najmah graduated magna cum laude from Pace University with her Bachelor of Science degree in Criminal Justice. While at Pace, she was a part of the women’s lacrosse team and a council member for the Athletics Diversity Committee, through which she advocated diversity matters within the athletics department.

When Najmah is not working, she is coaching girls’ lacrosse, watching sports, working out, exploring new restaurants, reading a book, or hanging out with friends and family.

Speeches

- “Best Employment Law Practices: Classifying W-2 v. 10-99 Workers in the Construction Industry,” Construction Financial Management Association (Atlanta, GA, April 2024) (Presenter)