



Principal, New York City

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Ryan C. Chapoteau is a principal in the New York City, New York, office of Jackson Lewis P.C. and is a co-leader of Jackson Lewis' Black Attorney Resource Group. His practice focuses on representing employers ranging from early stage startups to Fortune 50 companies throughout a broad spectrum of industries in workplace law matters.

Practices

- Healthcare
- Technology
- Sports
- Employment Litigation
- Wage and Hour
- Workplace Training
- Financial Services
- Private Equity
- Construction
- Real Estate
- Higher Education

Education

- Boston University School of Law, J.D. 2011
- Muhlenberg College, B.A. 2008

Admitted to Practice

- 2nd Circuit Court of Appeals 2016
- New York - E.D. N.Y. 2012
- New York - S.D. N.Y. 2012
- Massachusetts 2011
- New York 2012

Ryan has experience litigating in federal court, state court and before administrative agencies, while also appearing regularly at arbitrations and mediations. Ryan defends employers in a wide variety of employment matters, such as discrimination, disability and leave management, harassment, and retaliation claims as well as wage and hour cases. Ryan's experience includes single-plaintiff litigation along with collective and class action lawsuits.

Ryan also ensures his clients receive up-to-date guidance on applicable federal, state, and local labor and employment laws to provide preventative advice and counseling, ranging from Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Family Medical Leave Act, the Fair Labor Standards Act, the New York State Human Rights Law, the New York State Labor Law, and the New York City Human Rights Law. He also counsels clients on all aspects of their employment relationships, including developing and implementing human resources policies, conducting workplace investigations and trainings, issuing discipline, as well as providing insight on relevant industry trends.

Prior to joining Jackson Lewis, Ryan worked at a worldwide law firm and received a client service award while concentrating on insurance coverage and employment law matters.

While in law school, Ryan participated in the Boston University Civil Litigation Program where he litigated matters concerning employment, housing, family and disability law. He also served as an articles editor for the university's *Public Interest Law Journal*. Ryan graduated law school with honors in a concentration in Litigation and Dispute Resolution.

When he is not counseling or litigating on behalf of his clients, Ryan presents on various employment topics, serves as the leader of the legal alumni network for Prep for Prep, a not-for-profit organization focused on the educational advancement of diverse youth in New York City, and is a member of the advisory board for the Haitian American Lawyers Association of New York ("HALANY").

Outside of work, Ryan devotes his time to mentoring students from his alma matters, Phillips Academy, Muhlenberg College, and Boston University, as well as supporting Prep for Prep.

Honors and Recognitions

- *Haitian American Lawyers Association of New York*, "Trailblazers Award" (2024)
- *The Best Lawyers in America*®, "Ones to Watch: Litigation – Labor and Employment" (2024)
- *New York Super Lawyers*®, "Rising Stars" (2015-present)

Published Works

- “New York Attorney General: Last Call for Unpaid Shifts,” *New York Law Journal* (June 2015) [Co-author]
- “Dodd-Frank and International Whistleblower Claims,” *New York Law Journal* (October 2014) [Co-author]
- “Extended Whistleblower Protections Create More Liability for Companies,” *New York Law Journal* (March 2014) [Co-author]
- “Of Lance Armstrong and Arbitration Panels,” *Law360* (December 2013) [Author]
- “Diving Into the Deep End: N.Y. Courts Tackle Tip Pooling,” *New York Law Journal* (November 2013) [Co-author]

Speaking Engagements

- “How to Conduct Effective Internal Investigations,” NYC SHRM Webinar (May 2021) (presenter)
- “New York Compliance & Data Privacy Concerns for 2022,” EPay Webinar (May 2022) (presenter)
- “Successfully Navigating the Law Firm Minefield” (advising associates on firm advancement), National Bar Association Labor & Employment Section Annual Conference (October 2022) (presenter)
- “Wage and Hour Class Actions 101,” National Bar Association Labor & Employment Section Annual Conference (October 2023) (presenter)
- “Federal, State, and Local Legal Updates,” NYC SHRM Legal and Legislative Conference (November 2023) (presenter)
- “2024 Employment Review,” Metropolitan Black Bar Association (April 2024) (presenter)
- “Employment Law Update,” National Employment Law Counsel Annual Conference (May 2024) (presenter)