



## Rahoo Patel

Counsel

Parsippany, NJ

T: (973) 889-4111

E: RPatel@pbnlaw.com

Rahoo Patel is a member of the firm's Litigation Practice Group and the Education and Employment Team. He represents public and private sector employers in a wide range of employment litigation in the federal and state courts of New Jersey and New York, including defending against claims of wage and hour non-compliance, discrimination, harassment, and retaliation.

Rahoo also counsels employers on all aspects of the employment relationship from hiring and firing, drafting employee handbooks and policies, preparing employment contracts and separation agreements, protecting proprietary information and trade secrets from misappropriation, addressing requests for leaves of absences under various federal and state laws, and other complex personnel issues. As part of his practice, Rahoo conducts workplace investigations and provides workforce training on best practices related to non-discrimination, diversity, equity, and inclusion, and ethics compliance.

Rahoo presently serves as a member of the New Jersey Supreme Court's District Ethics Committee for District VIII, on the Board of the Axelrod Performing Arts Center in Deal, New Jersey, on the Board of Trustees of Shore House in Long Branch, New Jersey, and as an attorney mentor for the New Jersey Law and Education Empowerment Project (NJ LEEP).

## Memberships

- Middlesex County Bar Association - Member; Trustee (2025-2028)
- New Jersey State Bar Association - Member
- Supreme Court of New Jersey District Ethics Committee for District VIII - Chair (2025-present); Vice Chair (2023-2025)

## News

*No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. For ranking methodologies, please see [here](#).*

- Rahoo Patel Appointed Chair of New Jersey Supreme Court District VIII Ethics Committee, 9/02/2025
- Rahoo Patel Installed as Trustee of the Middlesex County Bar Association, 5/22/2025
- Porzio Adds Three Attorneys to Education, Employment and Litigation Groups, 5/18/2023

## Rahool Patel Cont.

### Articles

- U.S. Supreme Court Rejects Heightened Standard Applied to Reverse Discrimination Plaintiffs Seeking Recovery Under Title VII, 6/27/2025
- New Jersey Supreme Court Expands NJLAD's Scope: Non-Disparagement Clauses Now Unenforceable in Employment Agreements, 3/27/2025
- In Addition to Affecting Employers, Is the High Court's *Muldrow* Decision a Harbinger for the Future of Employer-Supported Programs?, 6/24/2024
- New York Becomes First State to Require Paid Leave for Prenatal Care, 5/13/2024
- Want to Strengthen New Jersey's Attorney Disciplinary System? Join the District Ethics Committees - *New Jersey Law Journal*, 5/08/2024
- What You Need to Know: EEOC's New Rule and Interpretive Guidance Implementing Pregnant Workers Fairness Act , 4/25/2024
- When Is an Independent Contractor Really an Employee? New USDOL Rule Sheds Light On Issue, 1/12/2024
- Porzio's 2023 Employment Law Year in Review, 12/29/2023
- New Jersey Pay Transparency Legislation Passes First Committee Hurdle, 12/22/2023
- To Commute or Not to Commute: That is the Question, 9/29/2023
- Supreme Court Raises the Bar for Religious Accommodations in the Workplace: A New Standard of 'Undue Hardship' under Title VII, 7/20/2023

### Speaking Engagements

- "It's Not You, It's Me – How to Ethically End the Attorney-Client Relationship," 2025 NJSBA Fall Conference, 11/24/2025
- "Don't Stop Believin'": Navigating Employment Storms Before the Final Curtain," 17th Annual Porzio Employment Law Forum, 10/07/2025
- "DEI Will Survive," 17th Annual Employment Law Forum, 10/07/2025
- "Balancing the Scales: Presiding Over Disciplinary Hearings Effectively," Supreme Court of New Jersey Office of Attorney Ethics Virtual Training, 6/27/2025
- "Game of Codes: The Battle Over Artificial Intelligence," 16th Annual Porzio Employment Law Forum, 10/01/2024
- "The Ethics Complaint System - What Attorneys Need To Know," Middlesex County Bar Association, 4/30/2024
- "Help! My Employee Is on Leave. What About Pay and Benefits?," Presenter, Porzio Employment Law Forum, Morristown, NJ, 10/04/2023

## Rahool Patel Cont.

### Practices

- Education Law
- Employment & Labor
- Litigation

### Area of Focus

- Disability Accommodations & Leaves of Absence
- Discrimination, Harassment & Retaliation
- Employment Counseling
- HR Training & Policy Development
- Reductions in Force
- Restrictive Covenants
- Wage & Hour

### Industries

- Cannabis
- Education

### Bar Admissions

- New Jersey, 2012
- New York, 2014

### Court Admissions

- United States Court of Appeals, Third Circuit
- United States District Court, District of New Jersey
- United States District Court, Eastern District of New York
- United States District Court, Southern District of New York

### Education

- *Seton Hall Law School*  
J.D., 2012  
cum laude

## Rahool Patel Cont.

- *Rutgers University*  
B.A., 2009  
summa cum laude

## Clerkships & Internships

- Law Clerk, Honorable Travis L. Francis, A.J.S.C.
- Legal Intern, Honorable Stuart J. Rabner, Chief Justice of the Supreme Court of New Jersey