



Rachel E. Fairley

Associate

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Rachel Fairley is a member of the firm's Litigation group. Rachel concentrates her practice in the areas of labor and employment law, and education law. In her practice, Rachel represents both private and public entities in employment-related matters, partnering closely with human resource and labor relations professionals to provide counsel on all aspects of employment including, hiring, discipline, leaves of absence under the Family Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA), reasonable accommodations under the Americans with Disability Act (ADA), and termination. She also regularly conducts workplace investigations and provides counsel in the areas of harassment, discrimination, and retaliation.

In addition, Rachel has dedicated her career to the representation of public and private educational entities, providing counseling to school boards and private schools in a variety of areas. She has extensive knowledge of matters including collective negotiations, school ethics, personnel, and student matters. Her passion for resolving special education matters drives fair and equitable results.

Prior to joining the firm, Rachel was an associate at a regional firm, where she focused her practice on employer representation and school law. In addition, Rachel served as a Law Clerk to the Honorable Deborah J. Venezia, Presiding Judge of the Family Division, Middlesex County.

Recognitions

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

- *Best Lawyers: Ones to Watch® in America* – Labor and Employment – Management (2026)
- New Jersey Rising Stars® (2025-2026)

News

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- 17 Porzio Attorneys Named to 2026 New Jersey Super Lawyers® and Rising Stars® Lists, 3/20/2026

Rachel E. Fairley Cont.

- 27 Porzio Attorneys Recognized in *The Best Lawyers in America*® 2026 Edition; 6 Listed as *Best Lawyers: Ones to Watch*®, 8/21/2025
- 19 Porzio Attorneys Named to 2025 New Jersey Super Lawyers® and Rising Stars® Lists, 3/20/2025
- Porzio Adds Three Attorneys to Education, Employment and Litigation Groups, 5/18/2023

Articles

- Pride or Prejudice? DEI at a Crossroads, 5/30/2025
- Third Circuit Upholds \$22M Jury Verdict: Requiring Payment for "Actual" Working Time, 2/26/2025
- ICE & Warrants: What Your School Leaders Need to Know, 2/14/2025
- Texas Federal District Court Strikes Down FTC Non-Compete Rule, 8/30/2024
- *Mobley v. Workday*: A Potential Shift in Employment Discrimination Liability, 7/31/2024
- New Jersey's Domestic Workers Bill of Rights Takes Effect, Transforming Home Employment Laws, 7/01/2024
- Porzio's 2023 Employment Law Year in Review, 12/29/2023
- Recruiting with Artificial Intelligence: What's the True Cost?, 11/28/2023

Speaking Engagements

- "Special Education, Public Contracting, and More: School District Business Topics," Morris County Association of Business Officials, 4/15/2026
- "Leading With Authority: Navigating Gender Bias," New Jersey School Board Association, 3rd Annual Women's Leadership Forum, 3/20/2026
- "Immigration and Customs Enforcement and Warrants," Home Care Association of America, New Jersey Chapter Conference, 6/10/2025
- "ICE & Warrants: What Your School Leaders Need to Know," New Jersey School Boards Association Public Relations Forum, 4/04/2025
- "Special Education Hearings Post Settlement Agreement: Strategy Considerations," Fifty-Fourth Annual School Law Forum, 10/24/2024
- "The Dating Game: Employee Edition – Trouble in Paradise," 16th Annual Porzio Employment Law Forum, 10/01/2024
- "Organizational Management Issues, Reputational Risks, and Creating a Purposeful Corporate Culture," Porzio's Seventh Annual Ethics & Eggs CLE Seminar, 12/07/2023

Practices

- Education Law
- Employment & Labor

Rachel E. Fairley Cont.

- Litigation

Industries

- Education

Bar Admissions

- New Jersey, 2018

Court Admissions

- United States District Court, District of New Jersey, 2024

Education

- *Seton Hall Law School*
J.D., 2018
- *Rutgers University*
B.A., 2014