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📍 Buffalo

## PRACTICES

Employment and Labor

## Chloe J. Nowak

### ASSOCIATE

## EXPERIENCE

Chloe J. Nowak counsels and defends a broad range of businesses, public entities, and professionals facing employment and labor issues, including internal investigations, claims of discrimination, harassment, hostile work environment, retaliation and other workplace misconduct. Chloe is involved in all aspects of the litigation process, and helps clients prepare for and navigate trials, mediations and hearings before the Equal Employment Opportunity Commission (EEOC), and the New York State Division of Human Rights (DHR). She draws on a broad base of civil litigation experience, having worked on employment, environmental, and commercial matters.

At the University at Buffalo School of Law, Chloe gained courtroom experience as a student attorney for the Community Justice Clinic, where she provided legal advice to clients in deportation proceedings and took an immigration case to the U.S. District Court for the Western District of New York to argue a habeas petition.

## HONORS & AWARDS

- Upstate New York *Super Lawyers*, Rising Stars, 2024

## BACKGROUND

### ADMISSIONS

- New York
- U.S. District Courts for the Northern and Western Districts of New York

### EDUCATION

- University at Buffalo School of Law, J.D., *cum laude*, 2020
  - Desmond Moot Court Competition, First Place
  - Robert J. Connelly Trial Technique Award
- Elmira College, B.A., 2017

### PROFESSIONAL AFFILIATIONS

- Women's Bar Association of the State of New York
  - Judiciary Committee
- Bar Association of Erie County

## PUBLICATIONS & PRESENTATIONS

### PRESENTATIONS

- "Anti-Harassment and Discrimination Prevention Training," Client Presentation, May 23, 2025

Chloe J. Nowak

ASSOCIATE

- “Labor and Employment Law Updates for Business Leaders,” Niagara Business Associates, Buffalo, NY, September 20, 2024
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## WEBINARS

- “Updated Leave Laws Employers Need to be Aware of for 2025,” (Co-Presenter), GS Webinar Series, November 20, 2024