GOLDBERGSEGALLA



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Buffalo

PRACTICES

Employment and Labor

Chloe J. Nowak

ASSOCIATE

EXPERIENCE

Chloe J. Nowak works closely with businesses, public entities, and professionals to help them navigate the full range of workplace and employment law challenges. She defends clients against claims involving discrimination, harassment, retaliation, hostile work environment and other workplace issues, and provides practical guidance on sensitive internal investigations. Chloe supports clients at every stage of a matter – from early counseling and risk assessment through resolution – helping them prepare for and move confidently through mediations, trials, and administrative proceedings before the Equal Employment Opportunity Commission (EEOC) and the New York State Division of Human Rights (DHR).

Drawing on her broader civil litigation background, which includes experience in environmental and commercial matters, Chloe brings a thoughtful, solutions-oriented approach focused on protecting her clients' goals and minimizing disruption to their operations.

Chloe is a regular contributor to Goldberg Segalla's Employment and Labor webinars and alerts, providing timely analysis of significant developments and evolving trends impacting public and private employers.

HONORS & AWARDS

- *Best Lawyers in America: Ones to Watch*
  - Labor and Employment Law – Management, 2026-27
  - Litigation – Labor and Employment, 2026-27
- Upstate New York *Super Lawyers,* Rising Stars, 2023-26

BACKGROUND

ADMISSIONS

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

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EDUCATION

- University at Buffalo School of Law, J.D., *cum laud*e, 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

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Chloe J. Nowak
ASSOCIATE

- Bar Association of Erie County

PUBLICATIONS & PRESENTATIONS

PRESENTATIONS

- "Anti-Harassment and Discrimination Prevention Training," Client Presentation, May 23, 2025
- "Labor and Employment Law Updates for Business Leaders," Niagara Business Associates, Buffalo, NY, September 20, 2024

WEBINARS

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