GOLDBERGSEGALLA



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Manhattan

PRACTICES

Employment and Labor

Management and Professional Liability

Claudia A. Costa

PARTNER

EXPERIENCE

Claudia A. Costa is a trusted advocate and accomplished litigator with more than three decades of experience representing private and publicly held corporations, municipalities, and institutions across the full spectrum of employment law. Her practice spans employment litigation and counseling, with a proven track record in successfully defending clients against claims involving discrimination, harassment, retaliation, wrongful discharge, and other workplace misconduct. She regularly appears in both state and federal courts, as well as before administrative agencies, advocating for clients in complex employment disputes.

Beyond litigation, Claudia provides strategic, preventive guidance to help employers navigate compliance with employment laws – addressing issues such as special accommodations, disciplinary actions, restrictive covenants, and civil rights matters. She also drafts employee handbooks for corporate and institutional clients and conducts anti-harassment training in both English and Spanish.

Within the firm's Management and Professional Liability practice, Claudia defends attorneys, accountants, architects, and insurance brokers/agents in high-stakes litigation involving malpractice, breach of contract, fraud, and breach of fiduciary duty. She also handles qui tam claims filed under the False Claims Act (FCA), and has been successful in having qui tam claims dismissed. Claudia's commercial litigation experience includes representing corporations in shareholder derivative suits, class actions, and SEC investigations, as well as advising boards of directors on governance and liability matters.

In addition, Claudia has built a strong reputation for defending municipalities, townships, and both private and charter schools in liability cases. She has served as general counsel in matters involving civil rights, special accommodations, student discipline, pregnancy-related claims, course removal, wrongful termination, and discrimination. Her counsel is frequently sought on sensitive issues such as teacher discipline and parent engagement protocols.

A recognized thought leader in her field, Claudia is a frequent speaker and published author on employment and professional liability topics. She holds a premium membership in the Claims and Litigation Management Alliance (CLM) and is an active member of the Defense Research Institute (DRI) Professional Liability Section. Claudia is also a former associate editor of the *Legal Malpractice Law Review*, and contributed to national coverage of key decisions in legal malpractice and ethics.

HONORS & AWARDS

- New York Metro *Super Lawyers*
  - Employment and Labor, 2025-26
  - Business Litigation, 2025
  - Professional Liability, 2025

BACKGROUND

ADMISSIONS

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Claudia A. Costa

PARTNER

- New York
- New Jersey
- U.S. District Courts for the Eastern, Northern and Southern Districts of New York
- U.S. District Court for the District of New Jersey
- U.S. District Court for the District of Connecticut
- U.S. Court of Appeals for the Third Circuit

EDUCATION

- Fordham University School of Law, J.D., 1989
  - Moot Court Board, Editor
  - *Law Review: Environmental Law Journal,* Editor
- St. Peter's University, B.A., 1986

PROFESSIONAL AFFILIATIONS

- Claims and Litigation Management Alliance (CLM)
  - Professional Liability Committee
  - CLM Claims College Faculty Member
- Defense Research Institute (DRI)
  - Professional Liability Section
- Professional Liability Underwriting Society (PLUS)

LANGUAGES

- Spanish

PUBLICATIONS & PRESENTATIONS

PUBLICATIONS

- "Triple Threat to Employers: Wellness Programs, Background Checks, and Employee Pregnancy Issues," *New Jersey Law Journal*, Employment and Immigration Law Supplement, August 17, 2015
- "Applying Title IX to Sexual Assaults and Harassment in Schools," *New Jersey Law Journal*, April 6, 2015
- "Ending Damaging Lawsuits," Automotive Magazine, Volume 32, Issue 20, March 20, 2013

PRESENTATIONS

- "Selecting & Working with Expert Witnesses," Faculty Member, School of Professional Lines, Claims and Litigation Management Alliance Claims College, September 9-11, 2026
- "Employment Practices & Fiduciary Liability," Faculty Member, School of Professional Lines, Claims and Litigation Management Alliance Claims College, September 9-11,

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2026

- "Medical Malpractice & Legal Professional Liability," Faculty Member, School of Professional Lines, Claims and Litigation Management Alliance Claims College, September 9-11, 2026
- "Dealing with A.I., Attorney Advertising, and the Plaintiff's Bar Before During and After Trial," Applied Financial Lines Forum, June 24, 2026
- "Effective Strategies for Alternative Dispute Resolution," Claims and Litigation Management Alliance Annual Conference, March 26, 2026
- "Kiss Cam Chaos: Anatomy of a High-Stakes HR Investigation," PLUS Employment Practices Liability Symposium, March 2, 2026
- "Claim Showdown: The Professional Liability Game Show," DRI 2025 Professional Liability Seminar, December 4, 2025
- "Selecting and Working With Expert Witnesses," Faculty Member, School of Professional Lines, Claims and Litigation Management Alliance Claims College, September 5, 2025
- "Employment Practices and Fiduciary Liability," Faculty Member, School of Professional Lines, Claims and Litigation Management Alliance Claims College, September 4, 2025
- "Sexual Torts: Defending Misconduct Claims/Litigation in Educational and Religious Institutions," CLM National Conference, March 2018
- "A Higher Education for All: Title IX, Title VII and the New Administration," CLM National Conference, March 2018
- "Transgender Employees and Customers – What Retailers Need to Know," CLM Retail Restaurant & Hospitality Conference – Premier Session, February 2018
- "The Evolving Legal Landscape for Transgender Individuals," DRI Professional Liability Conference, December 2017
- "Warning: The Internet May be Hazardous to Employees," PLUS International Conference, November 2017
- "Employee and Third-Party Claims: Accommodations for Transgender Citizens," CLM National Conference, March 2017
- "On the Eve of a New Administration," Interactive discussion with EEOC Chair, Victoria Lipnic, PLUS International Conference, November 2016
- "But the By-Laws Say… Homeowner's Associations and the Rise in Disability Discrimination Claims," CLM Management Liability Conference, June 2016
- "Wellness Programs: The Statutory Maze of Regulation and the EEOC'S Involvement," EPLI ExecuSummit, April 2016
- "Are You Ready for Ms. Cox? Transgender Individuals and EPL Issues Facing Employers," CLM National Conference, April 2016
- "How to Approach Lesbian, Gay, Bisexual, Transgender (LGBT) and Same Sex Marriage Issues in Today's Workplace," ACI National Conference on Employee Liability, January 2016
- "Hot Trends in Nonprofit D&O," DRI Professional Liability Conference, December 2015
- "No So Harmless, Not for Profits," PLUS International Conference, October 2015
- "Sexual Harassment and Assault: Educational Institutions, Private Employers, Title IX and Title VII," EPLI ExecuSummit, September 29, 2015
- "Costs of a Higher Education: The Rise in Claims of Sexual Assault and Harassment on College Campuses," CLM Professional Liability Conference, June 4, 2015
- "Actions Against Schools for Bullying and Sexual Assaults," PLUS Hartford, CT, Chapter Seminar, Mary 28, 2015
- "Background Checks, Criminal History Checks, and Credit Checks and Their Impact on EPLI," Panelist, ACI National Conference, March 2015
- "FLSA Suits Hit Record High in 2014 – Factors that Wil Fuel the Continued Rise of FLSA Lawsuits in 2015," EPLI ExecuSummit, October 1, 2014

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- "The Tripartite Relationship," ACI National Conference, August 2014
- "Social Media and Trials," New York State Bar Association Annual Conference, January 2014