



Amy Habib Rittling | Partner | Chief Legal Officer |  
Team Leader - Employment

Washington, D.C. | Buffalo - Downtown  
716.853.5100 x1276 | 202.888.7610 x1276 |  
ahabibrittling@lippes.com



Amy Habib Rittling, a Partner with Lippes Mathias, serves as Team Leader for the firm's **Employment** Practice Team. She concentrates her practice in employment and general business law and litigation. Her employment law experience includes counseling and advising employers on all aspects of employment relationships and employment practices and policies. She also regularly assists employers with workplace investigations and self-audits. Ms. Habib Rittling also represents employers before administrative agencies including the U.S. Equal Employment Opportunity Commission, the New York State Division of Human Rights, the U.S. Department of Labor, the New York State Department of Labor and other various state and local employment agencies. She frequently defends clients in legal claims involving: discrimination, harassment, wrongful termination, state and federal wage and hour laws, and the Family and Medical Leave Act, and the Americans with Disabilities Act.

Ms. Habib Rittling also frequently serves as a mediator and in that capacity has mediated and facilitated the resolution of employment law claims and disputes.

Ms. Habib Rittling also counsels independent schools in all areas of school law and compliance issues.

Prior to returning to Buffalo, Ms. Habib Rittling served as Special Assistant to Commissioner Leslie E. Silverman of the U.S. Equal Employment Opportunity Commission.

#### EDUCATION

- University at Buffalo School of Law, J.D.
- Boston College, B.A.
- Buffalo Seminary

#### CAPABILITIES

##### Employment

- Audits and Litigation
- Corporate & Compliance Investigations
- Employee Benefits & Executive Compensation
- Employment Agreements
- HR Training and Counseling
- Non-Compete and Non-Solicitation Litigation
- Occupational Safety and Health Administration Compliance
- Restrictive Covenants
- Trade Secrets
- Wage and Hour
- Worker Classification
- Workplace Policies

##### Government & Corporate Investigations

- State Attorneys General Investigations

##### Litigation

- Employment Litigation

##### Corporate

##### Alternative Dispute Resolution

##### Family Business

##### Education

- Higher Education

- Elmwood Franklin School

- Independent Schools
- K-12 Education
- Special Education

## **HONORS & AWARDS**

- *Chambers USA: America's Leading Lawyers for Business*
  - Labor & Employment (Upstate New York)
  - Litigation: General Commercial (Upstate New York)
- *The Best Lawyers in America*©, 2020-2026
  - "Lawyer of the Year," Mediation, 2026
- *Upstate New York Super Lawyers*®, 2015-2025
- *Buffalo Business First*, "Power 200 Women," 2018-2025
- *Buffalo Business First/Buffalo Law Journal*, Legal Elite of WNY, 2014-2017
- *Buffalo Business First*, "Women of Influence" Award, August 2012
- Buffalo Niagara Partnership, ATHENA Award Recipient, January 2016
- The Daily Record Excellence in Law, Top Women in the Law, 2014

## **COMMUNITY INVOLVEMENT**

- The Buffalo Club, President
- The Children's Hospital of Buffalo Foundation, Board of Directors
- John R. Oishei Children's Hospital Campaign, Co-Chair
- Elmwood Franklin School, Board of Trustees, Chair
- Buffalo Philharmonic Orchestra, Board of Trustees
- Law Enforcement Foundation of WNY, Board of Directors
- The National Federation for Just Communities of Western New York (formerly NCCJ), Former Co-Chair Board of Directors
- Buffalo Seminary, Former Chair Board of Trustees
- Leadership Buffalo Graduate

## **SPEAKING ENGAGEMENTS**

- Labor & Employment Seminar, Co-Host/Speaker, Jacksonville, March 7, 2024
- "ESG; Emerging Compliance Requirements and Avoiding Investigations & Enforcement Action," Panelist, Webinar, May 24, 2022
- "Women of Influence," Panelist, Buffalo State University's Corner Office Series, November 4, 2021
- "The COVID Vaccine: What It Means For My Employees," Presenter, The Business Council of New York State HR Series, January 21, 2021
- "Understanding the New Sick Leave Law," Buffalo, NYSVMS, NY, December 14, 2020
- "U.S. Employment Law: Critical HR Considerations for Canadian Businesses Before, During and After the Pandemic," Speaker, November 5, 2020
- "Implementing New York State's Paid Sick Leave Law," Speaker, Business Council of New York State's Labor/HR Webinar Series,

November 19, 2020

- “New Sexual Harassment Laws: What Employers Need to Know,”  
Presenter, Buffalo Niagara Partnership, May 14, 2019
- “Best Practices in Forming a Board for Your Family Business,” Co-  
presenter, University at Buffalo's Center for Entrepreneurial  
Leadership, April 2016

#### **ADMITTED TO PRACTICE**

- New York
- District of Columbia
- U.S. District Court, Southern District of New York
- U.S. District Court, Western District of New York