



Veronica Blake-Greenaway, Esq.

Veronica Blake-Greenaway is the founder of Employment Compliance Strategies, LLC™ (“ECS”) a national consulting firm. Prior to starting ECS, Ms. Blake-Greenaway practiced in the employment law area for over twenty years.

Ms. Blake-Greenaway has significant experience in the employment field. She has counseled clients in all aspects of employment law and related litigation avoidance. She has successfully represented numerous clients before federal, state, and local agencies in a broad array of employment claims. She has counseled clients in wrongful discharge and compliance with Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, the Equal Pay Act, and numerous other federal and state employment legislation. She has extensive experience in employment issues related to mergers, acquisitions, and corporate reorganizations.

Ms. Blake-Greenaway has conducted hundreds of investigations related to employment claims for corporations. This knowledge, coupled with the investigative skills garnered as a former prosecutor, have imbued her with the skills necessary to conduct thorough and objective investigations.

Ms. Blake-Greenaway is a Certified Mediator for the District Court of New Jersey and Cornell University’s Institute on Conflict Resolution, and has served as a mediator for the EEOC. She is also a member of the mediation and arbitration panels of the American Arbitration Association. She has resolved hundreds of employment related disputes between employees and their employers.

Ms. Blake-Greenaway is a frequent lecturer, across the country, on litigation avoidance and employment compliance, as well as a broad array of employment related topics including discrimination, harassment, and workplace violence.

EDUCATION

J.D., Columbia University School of Law 1981
B.A., Barnard College, Columbia University
Cum Laude, Honors: Political Science 1978

BAR ADMISSIONS

New York
United States District Court S.D. N.Y.

PROFESSIONAL ASSOCIATIONS

American Bar Association
Section on Litigation, Co-Chair Alternative Dispute Resolution
Committee 1996-1998

American Bar Association
Section on Litigation, Task Force on Gender, Racial and Ethnic Bias
in the Courts 2000-2001

American Bar Association
Section on Litigation, Task Force on the Judiciary 2001-2002

Board of Directors, American Corporate Counsel Association 2002

Center for Public Resources, Employment Committee 2001-2002

American Arbitration Association - Mediator; Arbitrator

American Bar Association

Association of Conflict Resolution

Cornell University, Institute on Conflict Resolution - Mediator

United States District Court of New Jersey - Mediator

Organization Resources Counselors, Inc., - Lecturer
Employment Law and Litigation Group

LEGAL EXPERIENCE

Counsel/Assistant Counsel/Associate Counsel, Siemens Corporation 1987-2002
Attorney, Automatic Data Processing, Inc. 1985-87
Assistant District Attorney, Manhattan District Attorney’s Office 1983-85
Associate, Dewey, Ballantine, Bushby, Palmer and Wood 1981-83

ALTERNATIVE DISPUTE RESOLUTION TRAINING

Center for Public Resources
The Alliance for Education in Dispute Resolution/Cornell ICR: Employment Law Mediator Training Program
American Arbitration Association: Commercial Arbitration Training

SELECTED SPEAKING ENGAGEMENTS AND PUBLICATIONS

Panelist American Bar Association, Section of Labor and Employment, “Workplace Investigations”
Lecturer Siemens Corporation - Legal and Intellectual Property Department Annual Meetings - “Updates in Employment Law”
Lecturer Siemens Aktiengesellschaft - International Legal Conference, Munich, Germany - “Employment-at-Will: The Exceptions to the Rule”
Lecturer American Employment Law Council - “Supervisors, Managers, and Executives: Special Problems in Sexual Harassment Cases”
Lecturer The American Employment Law Council - “The Alleged Harasser as Plaintiff”
Lecturer A.E. Roberts - “Violence in the Workplace”
Lecturer Council on Education in Management - “Updates in Employment Law”
Article “The Do’s and Don’ts of Internal Investigations,” *The New Jersey Lawyer*, 23 May 1994