



## Rachel V. Kushel

Partner

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Hartford

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Rachel V. Kushel counsels clients on all employment law and workplace human resource issues. She defends management in state and federal court litigation matters and administrative agency claims. Rachel is chair of our firm's Labor, Employment, Benefits, Immigration + Tax group.

### **Employment Litigation + Administrative Advocacy**

Rachel has extensive experience defending management clients in discrimination, leave, and harassment matters. She litigates matters from inception to trial and through appeal in federal and state courts. She has argued successfully on behalf of clients before the United States Court of Appeals for the Second Circuit, the District Court of Connecticut, and Connecticut state trial and appellate courts.

Rachel also represents clients in administrative agency matters before the Connecticut Commission on Human Rights and Opportunities, the Equal Employment Opportunity Commission, the Department of Labor, and the Occupational Safety and Health Administration. She also represents clients at private and public arbitration hearings, and in alternative dispute resolution and mediation sessions with federal, state, and private mediators.

In addition to assisting clients in obtaining favorable resolutions to matters, Rachel has also achieved successes for clients at various stages of the litigation proceedings. She works with clients in a wide range of industries, including but not limited to, healthcare, financial services, government, and higher education.

### **Counseling, Compliance, + Training**

Rachel counsels companies and human resource professionals in all areas of employment law, including discharge and discrimination issues, employee discipline, wage and hour issues, disability and reasonable accommodation, family and medical leave, unemployment, employment and independent contractor agreements, severance and separation agreements, individual terminations and reductions in force, and workplace health and safety issues. Rachel also negotiates and drafts employment and separation agreements, in addition to reviewing and revising employee handbooks and personnel policies. She also conducts training sessions related to a myriad of employment issues, including topics such as sexual harassment, workplace civility, and avoiding discrimination claims.

### **Workplace Investigations**

Rachel is a trained workplace investigator and regularly conducts, manages, and provides advice regarding workplace investigations involving all types of employment-related issues. She assists clients with identifying situations that require a workplace investigation.

### **Labor Relations + Union Avoidance**

Rachel advises clients on management rights and strategy. She also handles union grievances and arbitrations on behalf of employers.

### **Pro Bono**

Rachel regularly engages in pro bono work, including handling unemployment benefits appeals for individuals and reviewing employment handbooks for non-profit and charitable organizations.

She has been listed in [\*The Best Lawyers in America\*](#)® in the areas of Employment Law – Management and Labor Law – Management since 2018.

### **Services**

- Labor, Employment, Benefits + Immigration
- Health + Safety
- Workplace Investigations
- Diversity, Equity, Inclusion + Belonging (DEIB) Counseling + Training
- Training
- Employment Counseling + Compliance
- Employment
- Employment Litigation
- Labor Relations
- Internal Investigations + Corporate Compliance
- Workplace Health + Safety
- Employment Litigation + Administrative Advocacy

### **Industries**

- Education

### **Education**

- Temple University School of Law (Juris Doctor, *cum laude*)
  - Political and Civil Rights Law Review
- University of Pennsylvania (Bachelors, *cum laude*)
  - B.A.

### **Admissions**

- State of Connecticut
- State of New Jersey
- Commonwealth of Pennsylvania
- U.S. Court of Appeals, 2nd Circuit
- U.S. Court of Appeals, 3rd Circuit
- U.S. District Court, District of Connecticut
- U.S. District Court, District of New Jersey

- U.S. District Court, Eastern District of Pennsylvania
- U.S. District Court, Middle District of Pennsylvania

## Recognitions

*Hartford Business Journal* 2025 "Women in Business" Honoree

Listed in [\*The Best Lawyers in America\*](#)® as Hartford Lawyer of the Year in the area of Employment Law – Management for 2023

Robinson+Cole Diversity, Equity + Inclusion Award, 2022

Listed in [\*Benchmark Labor & Employment\*](#) as a Labor & Employment Star for 2021, 2022 and 2023

Selected to the "Top 50 Connecticut [\*Super Lawyers\*](#)" list for 2025

Selected to the Top 25 Women Connecticut [\*Super Lawyers\*](#) list for 2024 and 2025

Selected to the Connecticut [\*Super Lawyers\*](#) list from 2020 to 2025

Selected by her peers for inclusion in [\*The Best Lawyers in America\*](#)® in the areas of Employment Law-Management and Labor Law-Management since 2018

Named to the Connecticut Coalition Against Domestic Violence (CCADV) First 100 Plus Class of 2018 for demonstrating leadership and commitment to improving the lives of domestic violence survivors throughout Connecticut

Robinson+Cole Mentor of the Year Award Recipient, 2018

## Leadership + Memberships

### **Connecticut Bar Association**

Executive Committee of the Labor and Employment Section (2020)

### **Association of Workplace Investigators**

Certificate Holder (2019)

### **Center for Women and Families of Eastern Fairfield County**

Board Member (2010)

Chair, HR Committee (2010)