

NYLAG provides hope for thousands of New Yorkers in need each year.

- We help victims of domestic violence to escape their abusers.
- We assist chronically ill and disabled patients to access lifesaving healthcare.
- We enable immigrants to achieve their dreams of citizenship.
- We fight for elderly New Yorkers to receive the public benefits and home care they need to live dignified, independent lives.
- We help children with special needs to attain school placements where they can learn and flourish.
- We prevent foreclosure and eviction by advocating to keep people in their homes.

Contact Us

The Employment Mediation Project at NYLAG

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Founded in 1990, the New York Legal Assistance Group (NYLAG) provides free civil legal services to New Yorkers who cannot afford a private attorney.



**Supported by the
Skadden Foundation**

Employment Mediation Project

Justice at Work

A free alternative to litigation for parties seeking a resolution to workplace disputes



NYLAG

NEW YORK LEGAL ASSISTANCE GROUP

What is Mediation?

Mediation is a voluntary, out-of-court process where a neutral professional helps parties negotiate the settlement of their dispute.

Why Choose Mediation?

Faster and more efficient:

Time is spent discussing issues and solutions, not waiting in court.

Lasting agreements:

Studies show higher compliance rates with agreements reached through mediation than those imposed in litigation.

Creative:

Allows the parties to design outcomes that a judge may not have considered.

Consolidated settlement:

Frees parties to settle all related matters in one venue.

How does it work?

- The mediator helps the parties reach a resolution of their employment dispute
- NYLAG drafts the terms of the agreement
- NYLAG helps parties who show financial need find free consulting attorneys who will advise them of their respective rights and obligations and review the agreement before they sign it
- Mediation sessions take place at NYLAG's offices in downtown Manhattan.

What happens if the parties do not reach a resolution?

Going to court is always an option. Discussions held in mediation are confidential (with narrow exceptions such as threats of future harm) and may not be used in litigation.

What types of cases can be mediated at NYLAG?

- Employment discrimination (race, gender, age, national origin/ethnicity, sexual orientation/transgender status, status as a victim of domestic abuse, and pregnancy discrimination)
- Wage and hour violations (failure to pay minimum wage or over-time)
- Disability and pregnancy-related accommodations
- Contract and policy-related conflicts
- Non-legal employment issues (such as scheduling disagreements or interpersonal conflicts between fellow employees or employees and management)

