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CHASAN LAMPARELLO  
MALLON & CAPPUZZO

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A PROFESSIONAL CORPORATION

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## Cheyne R. Scott

**PARTNER**

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### Overview

Cheyne Scott, Partner and Director of the Firm's Diversity and Inclusion Committee, concentrates her practice in Labor & Employment law.

She has more than 10 years of experience representing employers and individual members of management in both the private and public sectors.

### Preventative Counseling

Cheyne regularly provides employers with practical and cost-effective preventative counseling on a wide variety of employment matters. Her preventative counseling focuses on assisting clients to make legally-compliant employment decisions that advance management objectives and avoid or reduce litigation risks.

Cheyne provides substantive legal advice under state and federal employment laws including employee hiring, discharge and discipline, managing employee leaves of absence, avoiding and responding to unlawful discrimination, harassment and retaliation in the workplace, reasonable workplace accommodations for disabled employees, reasonable accommodations for religious beliefs, drug and alcohol testing, employee monitoring and privacy rights in the workplace, employee benefits, protected whistle-blower activities by employees, reductions in force, restrictive covenants, individual employment agreements, wage and hour compliance, personnel file management and record keeping requirements, and other related labor and employment matters.

### Employee Handbooks and Policies

Cheyne regularly prepares comprehensive, legally compliant employee handbooks and policies uniquely customized to the employer's industry, business practices and workforce.

Specifically, Cheyne drafts forward-thinking policies that mitigate the risk of litigation and strategically addresses nuanced and developing areas of law to meet the unique needs of individual clients including, but not limited to social media policies, hybrid work policies, marijuana policies and COVID-19 policies.

## **Training**

Cheyne routinely provides management and staff training for our clients in all aspects of employment law compliance, including workplace harassment, discrimination, implicit bias and retaliation; managing leaves of absence and return to duty issues; conducting performance evaluations; implementing employee discipline and monitoring employee electronic communications.

Cheyne provides high-level diversity, equity, inclusion, and anti-bias training for various private, public and non-profit employers. These trainings cover all topics required under federal and state law and provides comprehensive and practical examples and scenarios to help employers and employees understand the nuances of how bias impacts the workplace.

Cheyne provides diversity audits and trainings for employers who seek to improve the recruiting, hiring and retention of diverse talent in their organizations. In these trainings, Cheyne sets forth comprehensive studies, statistics and data in order to provide employers with understanding and incentive to develop internal policies and plans that will lead to an inclusive workplace.

## **Employee Mediations**

Cheyne utilizes her skills and expertise as a Certified Life Coach to provide employee mediation services for her employer clients. Often, conflicts among employees cannot be resolved through transfers or terminations. Employers can feel like they've tried "everything" when they just need an outside perspective in order to resolve interpersonal conflicts. Cheyne offers one or more mediation sessions with employees to get to the root causes of their conflicts and to come to a compromise that satisfies the employees while still protecting the legal interests of the employer.

## **Workplace Investigations**

Cheyne regularly provides counsel to clients conducting internal investigations into allegations of sexual harassment, racial discrimination, other forms of harassment and/or discrimination prohibited by state and federal law, and other workplace misconduct. Cheyne is frequently retained by public and private sector employers to conduct internal investigations into allegations of harassment and workplace misconduct and to provide reports of findings and recommendations for further action.

## Litigation Defense and Dispute Resolution

Cheyne has successfully represented employers and members of management in all aspects of proceedings in state and federal courts, the New Jersey Division on Civil Rights, the Equal Employment Opportunity Commission and administrative agencies involving claims of unlawful harassment and discrimination; wrongful discharge; breach of contract; whistleblower retaliation; failure to provide reasonable accommodation; civil rights violations; violation of non-compete agreements; violation of leave rights; wage and hour compliance; and other employment claims.

Cheyne's appellate practice includes several appearances before the New Jersey Appellate Division and an appearance before the New Jersey Supreme Court. Cheyne has also resolved lawsuits and administrative charges in an effective, cost-efficient manner consistent with our clients' financial and strategic objectives.

## Awards

- › Garden State Bar Association Professional Lawyer of the Year Award, New Jersey State Bar Association, 2021
- › Garden State Bar Association Raymond A. Brown Award, 2022

## Publications

- › Cheyne Says Relax: Take Time For Yourself, New Jersey Super Lawyers Magazine, April 2021
- › Working Well: The ABCs of Emotional Health, New Jersey Lawyer Magazine, July 2019
- › The Evolution of Diversity Training and Impact of Unconscious Bias on the Legal Profession, New Jersey Lawyer Magazine, August 2018
- › Law and Mindfulness: How Attorneys Can Apply Mindfulness to Legal Practice and to Life, NJ State Bar Association Diversity Committee Newsletter Vol. 4, No. 2, April 2018
- › Mindfulness: A Simpler Way to Alleviate Attorney Stress, American Bar Association GPSOLO Magazine, Vol. 34 No. 4 – July/August 2017
- › The Impact of the Lack of Diversity in the Journalism and in the Legal Profession, NJ State Bar Association Diversity Committee Newsletter Vol. 3, No. 2, January 2017
- › Seven Ways to Successfully Transition from a Clerkship to a Law firm, NJ State Bar Association Diversity Committee Newsletter, Vol. 2, No. 1 – April 2016

## Speaking Engagements

- › 7 Challenges and Solutions and Solutions: Stress Management and Mindfulness for Lawyers
  - › Quimbee, July 2022
  - › Children in the Court Education Conference, March 2022
- › Diversity, Inclusion and the Elimination of Bias in the Legal Profession
  - › Quimbee, March 2022

- › Time Management For Lawyers, Quimbee, February 2022
- › Introduction to Litigation, Quimbee, January 2022
- › “I’m Speaking” A Discussion on Diversity, Allyship, and Elimination of Bias  
New Jersey Institute for Continuing Legal Education (“NJICLE”), December 2021
- › Combating Impostor Syndrome for Minority Attorneys, Lawline Diversity Equity and Inclusion Summit, October 2021
- › “Lawyering” in the Moment: Stress Management for Lawyers
  - › Labor and Employment Summer Institute, September 2021
  - › Labor and Employment Summer Institute, July 2020
  - › Mental Health Program, NJICLE, June 2020
  - › Sidney Reitman Employment Law Inn of Court, November 2019
- › Moderator, Know Your Worth: Recognizing and Communicating Your Value in the Legal Profession and Beyond, NJICLE, May 2021
- › Ethical Considerations When Representing Government Employees, Lorman Education Services, May 2021
- › Building Diversity and Inclusion Through Mindfulness, New Jersey Women Lawyers Association, April 2021
- › 2021 Hudson County Bar Association Inaugural Diversity Conference, NJICLE, February 2021
- › Diversity & Inclusion & Elimination of Bias in the Legal Community, NJICLE, February 2021
- › COVID-19 Employment Law Update, NJICLE, January 2021
- › The Fundamentals of Diversity, Inclusion and the Elimination of Bias in Law Firms, Lorman Education Services, September 2020
- › COVID-19 Employment Law, NJICLE, August 2020
- › Nobody Told me There’d Be Days Like This, NJICLE, July 2020
- › Anti-Discrimination and Harassment Policies and Training, Hot Topics in Local Government Law, NJICLE, June 2020
- › Leading and Healing While Black, Garden State Bar Association, June 2020
- › Summary Judgment in a NJLAD Case,
  - › Hot Tips in Labor and Employment Law, NJICLE, June 2020
  - › Hot Tips in Labor and Employment Law, NJICLE, July 2019
- › Internal Equity Policies, Lorman Education Services, May 2020
- › Mindfulness and Well-being for the Busy Lawyer,
  - › New Jersey Association for Justice Meadowlands Seminar, November 2019
  - › New Jersey State Bar Association Annual Meeting, May 2019
  - › Sidney Reitman Employment Law Inn of Court, September 2018
- › Ethical Train Wrecks, NJICLE, July 2019
- › Coach, I’m Ready! Put Me in the Game,
  - › New Jersey State Bar Association Annual Meeting, May 2019
  - › New Jersey State Bar Association Annual Meeting, May 2018
- › Restrictive Covenants – Non-Solicitation, Non-Disclosure Agreements,

- › NJICLE, May 2019
  - › NJICLE, February 2018
- › Diversity and Inclusion in the Workplace, 2018 Employment Law Roundtable, December 2018
- › Non-Disclosure Agreements in Employment Litigation, CLE Fest, November 2018
- › Discovery Tips in a NJLAD Case,
  - › Hot Tips in Labor and Employment Law, NJICLE, June 2018
  - › Hot Tips in Labor and Employment Law, NJICLE, June 2017
  - › Hot Tips in Labor and Employment Law, NJICLE, June 2016
- › The Mindful and Meditative Lawyer: Techniques for Staying Calm and Positive in an Adversarial Profession, New Jersey State Bar Association Annual Meeting, May 2018
- › #MeToo, NJICLE, April 2018
- › Lessons I've Learned from Cases I've Lost, NJICLE, February 2018
- › Becoming Mindful to Improve Lawyering and Life, New Jersey State Bar Association Annual Meeting, May 2017
- › Restrictive Covenants and Non-Compete Agreements: Update 2017, NJICLE, May 2017
- › Tips for a Successful Appeal, North Hudson Lawyers' Club, March 2016
- › 2015 Ghosts Phantoms First Dates and Fast Getaways – Ethics CLE, NJICLE, July 2015

No aspect of this advertisement has been approved by the Supreme Court of New Jersey

[Award Methodology](#)

## Practice Areas

- › [Employment and Labor Law](#)
- › [Litigation](#)
- › [Governmental Law](#)
- › [Labor Law](#)
- › [Intellectual Property](#)

## Education

- › Michigan State University, 2006 BA
- › Thomas M. Cooley Law School, 2011 JD
  - » cum laude

## Bar Admissions

- › New Jersey
- › Michigan

## Professional Activities

- › New Jersey State Bar Association, Labor & Employment Law Section, Executive Committee

Member

- › New Jersey State Bar Association Diversity Committee, Member
- › New Jersey State Bar Association Leadership Academy, Fellow (2016–2017)
- › Hudson County Bar Association, Trustee (2016–Present); Young Lawyers Division, President (2015)
- › Sidney Reitman Employment Law American Inn of Court, Associate
- › Hudson Inn of Court, Member

## Firm News

- › CLMC Attorneys to Receive Honors and Speak at the 2023 New Jersey State Bar Association Meeting and.
- › Cheyne R. Scott to Lead Garden State Bar Association Labor and Employment Symposium
- › 2024 Edition of The Best Lawyers in America® Recognizes Record Number of CLMC Attorneys
- › Cheyne R. Scott to Lead Mindfulness, Diversity and Inclusion Seminar
- › Cheyne R. Scott Speaks at 2nd Annual Well-Being in the Law Judiciary Program
- › 2025 Edition of The Best Lawyers in America® Recognizes Record Number of CLMC Attorneys

## Awards

Best Lawyers  
**ONES TO WATCH**