



FIONA E. COUSLAND

Practice Areas

Labor & Employment Law

School Law

Special Education Law

Overview

Fiona E. Cousland is an associate in Riker Danzig's Labor & Employment and School Law Groups and focuses her practice on discrimination claims, retaliation, wrongful discharge, and breach of contract. Fiona also counsels clients on properly responding to internal employee complaints alleging discrimination, harassment or other improper conduct, conducts reorganizations and reductions in force, and prepares severance agreements.

Fiona represents public school district boards of education as well as charter schools, independent schools, and private schools for students with disabilities in state and federal courts, before the New Jersey Office of Administrative Law, and the Public Employee Relations Commission. She represents school clients in employment discrimination cases, mediation, grievance hearings and arbitration proceedings, collective bargaining, and in TEACHNJ tenure charge cases.

Fiona earned her J.D. degree from the University of Michigan Law School, *cum laude*, and her B.A. degree, *cum laude*, from Wellesley College. While studying at the University of Michigan Law School, Fiona was a



Associate

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Contributing Editor of the *Michigan Journal of International Law*.

Fiona has been included on the Super Lawyers “Rising Star” list by Thomson Reuters in the area of Employment law for 2021. See [Awards and Honors Methodology](#).

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

Prior to joining Riker Danzig, Fiona was a Labor & Employment associate at K&L Gates LLP in Newark, NJ.

Education

University of Michigan Law School, J.D., 2010

Wellesley College, B.A., 2005

Bar Admissions

New Jersey

New York

Massachusetts

United States District Court, District of New Jersey