SpencerFane®

Zachary Palomino

Associate

Contact

New York

P 212.907.7323 | **F** 212.754.0330

zpalomino@spencerfane.com



Overview

Zachary Palomino focuses his practice on employment law in a broad array of workplace and litigation matters, working to limit the risk of financial and legal exposure while simultaneously preparing to defend interests in all types of legal venues. His employment practice includes representing employers in cases involving sexual harassment, discrimination, wrongful discharge, retaliation, and wage and hour disputes.

Zachary also counsels clients on day-to-day employment matters; drafts employee handbooks, workplace policies, and employment agreements; and helps clients navigate compliance with federal, state, and local labor laws. Zachary also conducts due diligence and counsels corporate clients on reductions in force and strategic workforce planning in the context of mergers and acquisitions.

Prior to entering private practice, Zachary's introduction to employment matters came from his first internship with the New York State Division of Human Rights, where he investigated claims of discrimination, retaliation, and harassment in the workplace. Zachary also interned at the U.S. Environmental Protection Agency in Washington, D.C., where he assisted on enforcement and compliance issues involving air contamination and Superfund sites.

During law school, Zachary served as a student attorney in the Environmental Litigation Clinic and received an Advanced Certificate in Environmental Law with his Juris Doctor. He was also active in student leadership, serving on the boards of both the LGBTQ and Latino student associations. He is proficient in Italian.

Education

- Pace University, Elisabeth Haub School of Law (J.D.)
- Cornell University (B.S.)

Bar Admissions

- New York, 2023

- New Jersey, 2024

Court Admissions

- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the District of New Jersey

Distinctions

- *New York Metro Super Lawyers*, Rising Stars, 2026

Memberships

- New York State Bar Association
- Westchester County Bar Association

Presentations and Publications

- "The Changing Landscape of Restaurant Allergen Disclosure," *Modern Restaurant Management Magazine*, June 2026