

REBECCA HOULDING, ESQ.
HOULDING LAW PC

Mediation/Arbitration Experience

Owner, Houlding Law PC (March 2025 -)

Serve as a neutral in employment disputes, engaging in private mediation of cases between parties. Panel arbitrator with the American Arbitration Association. Counsel employees in connection with workplace disputes, review and negotiate employment, separation, severance and settlement agreements. Advocate for clients in mediation. Represent victims of discrimination, harassment and retaliation in employment disputes, in federal and state courts, and before the EEOC and state agencies.

Panel Mediator, U.S. District Court for the Eastern District of New York (September 2024 - present); U.S. District Court for the Southern District of New York (October 2022 - present)
New York, New York

Serve regularly as party-selected or court-appointed mediator in employment discrimination, FLSA and ADA accessibility cases.

Arbitrator, American Arbitration Association Employment Panel (October 2024 - present) (New York, New York

Employment arbitration panelist.

Volunteer Mediator, Mediation Center of the Pacific (2018-2020)
Honolulu, Hawaii

Conducted in person co-mediations 2018-2019; conduct occasional zoom co-mediations; cases referred by the Hawaii Commission on Human Rights.

Arbitration Training, American Arbitration Association (October 2024)
New York, New York

Two-day arbitration training.

Mediation Training, Mediation Center of the Pacific (October 2018)
Honolulu, Hawaii

24-hour Basic Mediation Training course.

Mediation Training, Harvard Program on Negotiation (June 2008)
Cambridge, Massachusetts

40-hour Basic Mediation Training Course.

Other Employment

Partner, Friedman & Houlding LLP (January 2015 – February 2025)
Of Counsel, Law Offices of Joshua Friedman (February 2006 – January 2015)
New York, New York

Represent victims of discrimination, harassment and retaliation in employment and education disputes, in federal and state courts, and in mediation, including in single-plaintiff, multi-plaintiff and class action cases. Manage and supervise associates. Run many of the day-to-day operations of the firm.

Associate, Beranbaum Menken Ben-Asher & Bierman LLP (November 2002 – February 2006)
New York, New York

Represented plaintiffs in a diverse civil rights practice, focusing on employment discrimination and other civil rights abuses, in federal and state court, and in mediation.

Associate, Goldstein and Morris LLP (April 2000 – September 2002)
New York, New York

Litigated employment discrimination cases in federal court and in arbitration.

Associate, Law Office of Richard J. Silverberg, P.C. (January 1996 – April 2000)
Philadelphia, Pennsylvania

Represented plaintiffs in employment discrimination cases in federal court.

Teaching

Instructor, University of Hawaii Richardson School of Law (Spring 2020, 2021, 2022, 2025)
Honolulu, Hawaii

Designed and taught intensive employment discrimination courses (2020, 2022, 2025); taught Lawyering Fundamentals II (2021).

Instructor, Brooklyn Law School (Fall 2008; 2015-16;)
Brooklyn, New York

Taught legal writing.

Education

J.D., University of Minnesota School of Law (1992-1995)(*cum laude*)
Minneapolis, Minnesota

B.A., Carleton College (1988-1992)(*cum laude*)
Northfield, Minnesota

Professional Memberships

**Member, National Employment Lawyers Association - New York Chapter (2003 – present);
National Chapter (2014 – present)**

Active contributing member of NELA/NY and NELA – National. Speaker/panelist at continuing NELA/NY and NELA – National legal education conferences on various topics including the 2015 amendments to the federal rules of procedure, pre-trial publicity, and electronically stored evidence.

Member, New York State Bar Association (2023-present)

Member of Dispute Resolution Section

Member, Association for Conflict Resolution, Greater New York (2021 – 2023)

Bar Admissions

New York (2001 – present)

Pennsylvania (1996-2001; inactive status 2002 - present)

Admitted in numerous federal district and appellate courts across the country, including the Third (1997); Fourth (2014); Sixth (2008); and Eighth (2019) Circuit Courts of Appeal; and the United States District Court for the Eastern District of Pennsylvania (1996); Southern District of New York (2001); Eastern District of New York (2002); Northern District of New York (2010); Western District of New York (2011); Eastern District of Michigan (2014); Western District of Michigan (2014); Northern District of Illinois (2018); Central District of Illinois (2019); and District of Connecticut (2023).