



Ruofei Xiang

OF COUNSEL

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EDUCATION

**American University, Washington
College of Law**

Juris Doctor, 2011

University of Michigan

B.A., Communications and Psychology,
2008

PRACTICE AREAS

- Employment Law
- Commercial Litigation and Dispute Resolution
- Commercial Transactions
- Insurance Coverage, Defense and Subrogation
- Foreign Arbitration
- China Practice

ACTIVITIES & AFFILIATIONS

New York City Bar Association

New York State Bar Association

Asian American Bar Association

BAR ASSOCIATIONS

New York, New Jersey

U.S. District Courts for the Southern and Eastern Districts
of New York, District of New Jersey, United States Court of
Appeals for the Second Circuit

Ruofei is a seasoned attorney whose practice focuses on employment law and commercial litigation. As part of her employment law practice, Ruofei advises corporate clients on a variety of labor and employment issues. She counsels employers on the implementation of compliant employment policies and preventative practices.

She routinely drafts employment agreements, offer letters, restrictive covenants, termination and severance agreements, and employment handbooks. Ruofei conducts management and employee training on the prevention of sexual harassment and discrimination, workplace investigations, and best employment practices.

Ruofei has represented employers in state and federal courts on claims involving discrimination and retaliation under Title VII, the ADEA, and corresponding state and local statutes on the basis of sex, age, race, domestic violence victim status, and other protected classes.

She also defends clients in lawsuits arising under the Americans with Disabilities Act and related New York State and New York City disability access laws.

In Ruofei's commercial litigation practice, she works on diverse portfolios with domestic and foreign clientele involving contract disputes, business torts, trade credit insurance, and multi-million dollar commercial obligations. Ruofei represents companies and individuals in federal and state actions on claims sounding in breach of contract, breach of warranty, fraud, tortious interference with contract, breach of fiduciary duty, misappropriation of trade secrets, and RICO violations.

Ruofei is fluent in Mandarin Chinese, which allows her to offer a distinct set of skills in the representation of Chinese speaking clients doing business in the US, as well as US-based companies expanding into the Asian market. Ruofei has been named a New York Super Lawyers® and a New York Metro Rising Star for 2017 - 2022.