



Catherine J. Djang

Associate

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Cat Djang (pronounced: JAHNG) is an Associate in the firm's Litigation Department, where her practice focuses on employment law, commercial litigation, and government and regulatory investigations. Ms. Djang counsels public and private companies on sensitive employee and workplace issues and represents clients in high-stakes commercial disputes. She manages litigation matters in federal and state courts across all stages—from pre-suit risk assessment through complex e-discovery, motion practice, trial, and appeal.

Ms. Djang has substantial experience conducting internal investigations, interviewing witnesses, assessing risk, and negotiating resolutions. She also advises clients on a wide range of employment and compliance matters under federal and state laws, including accommodations, employee discipline and discharge issues, restrictive covenants, discrimination and retaliation allegations, as well as enforcement actions.

From 2019 to 2020, Ms. Djang served as a law clerk to the Hon. Nelson S. Román of the United States District Court for the Southern District of New York. Prior to joining Patterson Belknap, Ms. Djang practiced law in the New York office of an international law firm.

Ms. Djang collaborates with colleagues across practices and maintains an active *pro bono* practice, particularly civil rights impact litigation.

Representative Matters

Employment and Internal Investigations

- Conducted independent investigation for Board of Fortune 500 company into allegations of sexual misconduct and harassment involving senior executives.
- Conducted internal investigation into a Chief Financial Officer's allegations regarding financial improprieties and whistleblower retaliation.
- Defended university in connection with claims of religious discrimination and retaliation in state court.
- Represented former executive of a major television network in an arbitration related to an unlawful termination dispute.

Commercial Litigation and Government Enforcement

- Won multi-million-dollar jury verdict on behalf of media entrepreneur in breach-of-partnership case.

- Represented multinational pharmaceutical company in connection with an arbitration arising from drug manufacturing and contractual disputes.
- Represented multinational pharmaceutical company in connection with federal, Congressional, and State investigations related to the development and manufacture of its COVID-19 vaccine.
- Represented global technology-enabled services leader in responding to a cybersecurity and data breach incident.
- Represented individuals in breach of contract and fraud litigation related to sale of counterfeit artworks.

Pro Bono

- Represented voting rights organizations and individual co-plaintiffs in federal case challenging Florida's congressional map on constitutional grounds; litigated before a three-judge court.
- Represented client in constitutional challenge to criminal conviction before the New Jersey Supreme Court, resulting in reversal of the client's conviction.
- Represented *amici* in state and federal appeals courts and the U.S. Supreme Court on range of civil rights, LGBTQ rights, and reproductive justice issues.
- Obtained asylum on behalf of an applicant who was mistreated in her home country on account of sexual orientation.*

Representations denoted with an asterisk were completed prior to joining Patterson Belknap.

Admissions

- U.S. District Court, Southern and Eastern Districts of New York
- New York

Professional Activities

SPEAKING ENGAGEMENTS:

- "Responding to a Demand Letter and Pre-Complaint Settlement Strategies," PBWT Employment CLE Series (October 1, 2024)
- "Internal Investigations – Navigating Conflicts During an Investigation," PBWT Employment CLE Series (October 10, 2023)
- "New York Practice: The What, Where & How of Commencing a Lawsuit and Serving Parties," New York City Bar CLE Webinar (July 15, 2021; July 21, 2022; June 29, 2023)
- "2022 Sexual Harassment Updates," PBWT Employment CLE Series (September 20, 2022)
- "Agency Enforcement Updates," PBWT Employment CLE Series (October 12, 2021)

MEMBERSHIPS:

- Bates Alumni Association, New York Steering Committee (2015-present)
- Bates Alumni Council (2017-2023)

Publications

- Co-Author, "What Lawyers Need To Know About Non-Fungible Tokens: Part 1," *New York Law Journal* (March 28, 2022)
- Co-Author, "What Lawyers Need To Know About Non-Fungible Tokens: Part 2," *New York Law Journal* (June 15, 2022)

Education

- Columbia Law School (J.D., 2016)
 - Essays & Reviews Editor, *Columbia Law Review*
 - Harlan Fiske Stone Scholar
- Bates College (B.A., *magna cum laude*, 2013)
 - Phi Beta Kappa

Publications

March 24, 2025

EEOC and DOJ Issue Guidance on “Unlawful DEI-Related Discrimination” under Title VII

Employment Law Alert

February 6, 2025

Trump’s January 2025 Executive Orders: Implications for Employers

Employment Law Alert

February 6, 2025

U.S. Department of Education Confirms It Will Enforce 2020 Title IX Rule and Regulations Following District Court Ruling and Executive Order

Employment Law and Tax-Exempt Organizations Alert

September 11, 2024

Court Blocks FTC Rule Banning Almost All Worker Non-Compete Deals

Employment Law Alert

October 19, 2022

The End to Mandatory Arbitration of Sexual Assault and Sexual Harassment Disputes

June 15, 2022

What Lawyers Need To Know About Non-Fungible Tokens: Part 2

New York Law Journal

March 28, 2022

What Lawyers Need To Know About Non-Fungible Tokens: Part 1

New York Law Journal

February 9, 2021

EEOC Revises Enforcement Guidance on Religious Discrimination