



EQUAL JUSTICE AMERICA

Summer 2026

EJA FELLOWSHIP RECIPIENT



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Update 1: I began working with supervising attorneys at the employment law project at NYLAG on a case regarding a woman who began experiencing discrimination at work, following her stage three cancer diagnosis. She did everything the right way and took very limited days off nevertheless; HR and management gave her disciplinary write-ups for being significantly less behind on work than her coworkers. We've been working on drafting a complaint to the EEOC. I have found working on a case where the client so deserves justice very motivating. Going through all the case materials and putting together a coherent strategy has been very compelling as well.

Update 2: I interviewed two clients since the last update. Client interaction has been a great experience to help develop an understanding of how to get the information needed from a client, while balancing the compassion and empathy required to talk to clients about traumatic experiences that involve fear of losing their lives. I've enjoyed finalizing a project I started with earlier this summer.

Update 3: This week I conducted two client meetings where I drafted questions in advance and helped guide the client through them. We submitted a complaint to the EEOC which was promptly assigned an investigator, and we've begun planning a Know Your Rights training in conjunction with the DOL to be hosted at the Brooklyn Library.

Update 4:

I worked on a couple difficult research questions surrounding Retaliation against Former Employees, and Trafficking Laws and their relationship to employment violations. I worked on a formal complaint to the EEOC and a demand letter to an employer religious organization that had trafficked and abused their head priest for over 20 years. The variety of experiences I



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enjoyed this summer particularly towards the end helped me feel that I had achieved significant learning goals I had for myself this summer.

Final Reflection: At NYLAG, I have created legal research memos on areas of employment law including labor trafficking, religious ministerial exceptions, and the intersection of labor law and housing/tenancy law, where a landlord is also the employer or the housing is connected to the job offer.

I worked on client cases concerning wage and hour violations, including denial of full compensation, minimum wage, time off, or overtime pay without additional pay, and discrimination, including denial of employment benefits or termination for discriminatory reasons. I've drafted multiple formal complaints to the EEOC for different cases with review from supervising attorneys. I've also led more than three client interviews using questions I had drafted in advance to build factual records for complaints.

My supervisors were supportive, friendly, and clearly interested in the quality of the program and the educational value of my work. I felt they went out of their way to help me meet my goals for the internship and expose me to the field of employment law as best they could given the short time span of the program.

There are three salient and substantial cases I worked on over the course of the summer that summarize my experience nicely. One involved a single parent who was constructively discharged after being diagnosed with stage three cancer. The issue of constructive discharge proved to be a compelling one, as we had to form an argument that the client's circumstances at work were so discriminatory and pervasive that any reasonable person would have quit.

Another involved a religious minister who had been coerced into moving to the United States with false promises of salary, food, housing, and other benefits for over 20 years. This case implicated issues of labor trafficking, an area of law that differs greatly depending on venue, and the nature of the ministerial exception doctrine was an additional hurdle that required research into an area of federal circuit split.

Lastly, a pair of former employees at a chain of bodegas who had been paid less than minimum wage and made to work over 90 hours a week without any breaks or days off. Interviewing these clients was complicated given a significant language barrier, but I was able to navigate it successfully and develop a strong presentation of the facts for the initial complaint. Overall, I've been incredibly satisfied with the experience this summer.