



Timothy J. Nichols

Associate

Newark
+1.973.848.4123

tj.nichols@klgates.com

OVERVIEW

TJ Nichols is an associate in the firm's Labor, Employment, and Workplace Safety practice. TJ has represented clients in state and federal court and before state and federal administrative agencies across the country, with a particular focus in New Jersey and New York. He has represented clients in a variety of matters pertaining to state and federal labor and employment law, including discrimination, harassment, retaliation, wrongful termination, and employment contracts. TJ also advises and assists clients when preparing for workforce reductions and provides labor and employment-related advice to deal teams in corporate transactions.

TJ successfully obtained a court order vacating default judgment against a client on procedural grounds in federal court and obtained a discharge and dismissal against another client in an interpleader action in federal court. TJ also assists the firm's pro bono Cyber Civil Rights Legal Project, performing intakes of potential clients who are victims of revenge porn.

PROFESSIONAL BACKGROUND

Prior to joining the firm, TJ served as an associate with a firm based in New Jersey, where he focused his practice in litigation relating to discrimination and workplace safety.

TJ successfully defeated an order to show cause filed by an employer seeking a preliminary injunction against a former employee in New Jersey state court. He also successfully opposed a motion to disqualify counsel based on an asserted concurrent conflict of interest. TJ drafted numerous victorious motions in limine precluding a plaintiff's counsel from introducing certain evidence at trial. He also represented victims of domestic violence pro bono in seeking final restraining orders.

ACHIEVEMENTS

TJ graduated as salutatorian of his class, magna cum laude and Order of the Coif, at Seton Hall University School of Law, and was a member of the Seton Hall Law Review's Executive Board. As an undergraduate, TJ graduated from the University of Michigan with highest distinction, awarded to the top 3% of the graduating class.

SPEAKING ENGAGEMENTS

- Panelist, "Testing the Boundaries: Drug and Medical Testing in Employment," Seton Hall Journal of Legislation and Public Policy Symposium, 20 February 2026

ADDITIONAL BACKGROUND

TJ initially began his legal career as a corporate associate with a national AMLAW 200 law firm based in New Jersey.

EDUCATION

- J.D., Seton Hall University School of Law, 2019
- B.A., University of Michigan, 2016

ADMISSIONS

- Bar of New Jersey
- Bar of New York
- United States District Court for the District of New Jersey
- United States District Court for the Eastern District of New York
- United States District Court for the Southern District of New York

THOUGHT LEADERSHIP *POWERED BY HUB*

- 10 February 2026, New Jersey Expands Rights Under the New Jersey Family Leave Act
- 30 June 2023, US Supreme Court Unanimously Adopts Heightened "Undue Hardship" Standard in Title VII Religious Accommodation Analysis
- 30 June 2023, 11th Circuit Creates Circuit Split Holding that an "Adverse Act" Is Needed to Bring an ADA Claim for Failure to Accommodate
- 31 May 2023, EEOC Issues Nonbinding Guidance on Permissible Employer Use of Artificial Intelligence to Avoid Adverse Impact Liability Under Title VII

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety