Danielle J. Moss

Partner

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New York



Danielle J. Moss is a partner in the New York office of Gibson, Dunn & Crutcher, one of the New York Practice Leads for the firm's Labor and Employment Practice Group, and a member of the firm's Litigation Practice Group. She represents employers in high-stakes litigation, arbitrations and agency proceedings, including discrimination, harassment, retaliation and whistleblower claims, as well as wage and hour and restrictive covenant disputes. As a former prosecutor, Danielle brings a trial lawyer's skills to every matter, from deposing and cross-examining adverse witnesses to securing emergency injunctive relief.

Danielle has led numerous highly sensitive internal investigations, often reporting to boards, special committees and senior leadership, including investigations involving senior executives and engagements for peer law firms. She also advises clients on the use of AI in hiring, promotion and other employment decisions, including compliance with New York City Local Law 144 and other emerging federal, state and local requirements.

Danielle pairs her litigation practice with counseling. She advises clients on anti-harassment training, complaint intake and investigation protocols, and other best practices that reduce risk and help them attract and retain top talent in workplaces where culture is often valued above all else.

Recognized for her dynamic, determined approach and efficient problem-solving, Danielle has become a "go-to" lawyer for financial services, technology, retail and fashion, media and entertainment, hospitality, and health and wellness brands around the country. In her pro bono practice, Danielle remains passionate about pursuing causes that protect and advance women's and victims' rights.

Danielle is ranked by *Chambers* for Labor & Employment and included in *Lawdragon*'s 2027 "500 Leading Corporate Employment Lawyers" guide for Labor & Employment (Litigation). She was recognized by *Best Lawyers in America: Ones to Watch* for Labor and Employment Management and Labor and Employment Litigation from 2021-2022 and was named an Acritas Star Lawyer, a client-nominated recognition of stand-out lawyers in private practice, from 2019-2021.

Prior to joining Gibson Dunn, Danielle practiced in the Labor & Employment Law Department of an AmLaw 50 firm. Prior to that, she served as a Felony Assistant District Attorney at the Kings County District Attorney's Office in Brooklyn, New York.

Danielle is admitted to practice in the States of New York and New Jersey and before the U.S. District Court for the Southern, Eastern, Northern, and Western Districts of New York.

Recent Representative Matters:

- Helped secure two temporary restraining orders, two preliminary injunctions and a

Capabilities

Labor and Employment
Artificial Intelligence
Class Actions
Consumer Products and Retail
Emerging Companies / Venture Capital
Financial Institutions
Litigation
Media, Entertainment, and Technology
White Collar Defense and Investigations

Credentials

Education

Brooklyn Law School - 2011 Juris Doctor
Cornell University - 2008 Bachelor of Science

Admissions

New York Bar
New Jersey Bar

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stipulated permanent injunction for Edelman Financial Engines against a competitor's coordinated effort to recruit its financial planners and clients. This work included deposing and cross-examining key adverse witnesses and exposing perjury in sworn declarations.

- Defending a publicly traded technology company in successive Sarbanes-Oxley whistleblower proceedings before OSHA and the U.S. Department of Labor, securing dismissal of both complaints.
- Led a special committee investigation for a publicly traded company into a senior executive's allegations of sexual assault, harassment, pay discrimination and retaliation spanning a decade.
- Defending a technology company and its CEO and Head of HR against whistleblower, retaliation and defamation claims, including prevailing on a demurrer as to the statutory retaliation claims against the individual defendants.
- Resolved a breach of contract arbitration before the AAA against a leading hedge fund for less than a quarter of the amount claimed.
- Led and concluded a nationwide governmental audit of wage and hour and leave policies and practices for a publicly traded company with no finding of liability.
- Prevailed at arbitration, winning complete dismissal of gender discrimination, sexual harassment and whistleblower retaliation claims brought by a former executive against a publicly traded company, its CEO and its CFO.
- Won a motion to dismiss sexual harassment, gender discrimination and retaliation claims brought by a former employee against a major corporation.
- Led and concluded the investigation of highly sensitive and widely publicized discrimination, harassment and retaliation claims against various executives at a major television network.
- Won a motion to dismiss and compel arbitration of sexual harassment and gender discrimination claims that had drawn press coverage, following New York State's passage of budgetary measures precluding mandatory arbitration of sexual harassment claims.
- Led and concluded numerous investigations of sexual harassment, discrimination and retaliation claims brought by current and former employees against several major corporations and cultural institutions.
- Conducted an extensive overhaul of executive compensation and on-air talent agreements, and advised an emerging technology company regarding a wage and hour audit.
- Led and concluded the investigation of a highly sensitive sexual assault and harassment claim brought by a current employee against another employee at a publicly traded company.
- Achieved settlement of a discrimination and sexual harassment lawsuit against a financial institution client for $150,000 (inclusive of attorney's fees), after plaintiff's counsel initially demanded $9 million.
- Successfully defended numerous retail, food and beverage, and fashion industry clients against charges brought by former employees before the New York State Division of Human Rights ("NYSDHR") and New York City Commission on Human Rights ("NYCCHR") alleging harassment, discrimination and retaliation.

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