



## Arla D. Cahill

Partner

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### Overview

Arla D. Cahill is a Partner in the Firm's Litigation Department in which she focuses her practice on complex Litigation, including shareholder disputes, trade secret misappropriation, commercial lease disputes, and fiduciary, trust and estate litigation; Banking Litigation representing national banks and private lenders in multi-million dollar foreclosure and guaranty enforcement actions; and Labor and Employment Litigation representing individuals in class and collective actions, wage and hour violations, and discrimination cases. For nearly thirty years, she has regularly appeared before the New Jersey State civil trial, appellate and administrative courts, the federal courts of New Jersey and New York, and before national arbitration tribunals.

In addition to her civil litigation practice, Arla has long been the champion of the rights of individuals with disabilities, including adults and children, even before she became a lawyer. As Chair of the Education Law Practice Group, she represents educationally disabled students and their families in the matters arising under the Individual with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act, Title IX of the Education Amendments of 1972, the New Jersey Law Against Discrimination (NJLAD) and the Americans with Disabilities Act (ADA), among other civil rights statutes. She also counsels college-age disabled students in obtaining accommodations and equal access to their college program services and benefits. Arla has extensive experience with litigating and resolving student discipline and bullying appeals under the New Jersey Anti-Bullying Bill of Rights Act.

As Co-Chair of the Special Needs Practice Group, Arla participates in cases involving complex guardianship disputes, elder law protection and special needs planning.

Arla regularly presents lectures to attorneys and members of the public on topics concerning disability rights in the workplace, special education rights, student discipline, harassment, intimidation and bullying (HIB), mental health, transgender rights, and attorney ethics. She has also appeared twice on the NJ Matters television program discussing her views on student bullying issues.

Her professional memberships include the New Jersey State Bar Association (School Law Special Committee Member), New York State Bar Association, Sussex County Bar Association, Worrall F. Mountain Inn of Court (Master), New Jersey Women Lawyers Association, Council of Parent Attorneys and Advocates (COPAA), SPAN, and Council of Special Needs Planners.

Arla's community involvement includes serving as President of the Board of Trustees for two non-profits, Employment Horizons, Inc. and Employment Horizons Enterprises, Inc., and she served for twelve years as a member of the New Jersey Supreme Court District V-B Ethics Committee, holding Chair and Vice Chair positions. Since 2012, she has participated in numerous charity bicycle rides to raise awareness and funds for the National MS Society's Bike MS, the National Diabetes Association's Tour De Cure, Autism New Jersey's Ride for Autism,

among other charitable organizations.

Arla is a graduate of the University of Pittsburgh School of Law during which she was a teaching assistant in the Legal Writing Program, research assistant for MacArthur Foundation Award recipient, Professor Pamela Samuelson (intellectual property), member of the Moot Court Board, charter member of the University of Pittsburgh Inn of Court, and a student attorney with the Health Law and Elder Law Clinics.

Prior to law school, she graduated at the top of her class with a Master of Science in Microbiology from Duquesne University, where she was selected to serve as a teaching assistant for undergraduate biology classes, and her thesis research was published in the international, peer-reviewed science journal, *Applied and Environmental Microbiology*. Arla earned her Bachelor of Science, *cum laude*, in Biology with a minor in Chemistry from Montclair State University.

Following law school, Arla served as Judicial Law Clerk to the Honorable Leo Yanoff, Judge of the Superior Court of New Jersey, Essex County Vicinage.

Arla resides with her husband and their labrador retriever in Sussex County where they enjoy kayaking, motor boating, hiking and motorcycling.

Arla was recognized by New Jersey Super Lawyers in its “Rising Star” in Business Litigation list (2006-2009) and the Super Lawyers list for 2022, 2023 and 2024.\* She was also recognized as an Essex County “Top Lawyer” in the Morris/Essex Health & Life Magazine in June 2023.

*\*No aspect of this advertisement has been approved by the Supreme Court of New Jersey or the American Bar Association. A description of the standard or methodology used by Super Lawyers can be found [here](#).*

## Professional Affiliations

- New Jersey State Bar Association, Business Law Section
- Essex & Morris County Bar Associations
- Employment Horizons, President – Board of Trustees
- Morris County Chamber of Commerce, Women In Business Committee
- Academy of Special Needs Planners
- Council of Parent Attorneys and Advocates
- SPAN Parent Advocacy Network
- New Jersey State Bar Association, School Law Special Committee

## Awards

New Jersey Super Lawyers in its “Rising Star” in Business Litigation list (2006-2009)

Super Lawyers list for 2022-2024.\*

Essex County “Top Lawyer” in the Morris/Essex Health & Life Magazine in June 2023.

## Areas of Practice

- [Education Law \(Chair\)](#)
- [Special Needs \(Co-Chair\)](#)
- [Litigation](#)
- [Labor and Employment](#)

- [Banking Litigation and Consumer Finance Defense](#)

## Admission

- State of New Jersey
- State of New York
- Commonwealth of Pennsylvania
- U.S. District Court, District of New Jersey
- U.S. Court of Appeals, Third Circuit
- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York
- Supreme Court of the United States

## Education

- University of Pittsburgh School of Law, J.D., 1996
- Honors:
- Research Assistant to Professor Pamela Samuelson (Intellectual Property)
- Legal Research Teaching Assistant
- Appellate Moot Court Board
- Duquesne University, M.S., 1993
- Honors:
- Research and Teaching Assistant
- Published Juried Thesis Research
- Montclair State University, B.S., *cum laude*, 1991

## Speaking Engagements

- December 16, 2023: "Section 504 Workshop", National Business Institute (Topics: Teacher Training and Key Considerations for Implementing IEPs)
- November 14, 2023: "Basic Rights in Special Education Law", Verona C.H.I.L.D.
- October 16, 2023: "ABCs of Education Law", National Business Institute (Topics: Legal Ethics and Issues Concerning Transgender Students)
- October 4, 2023: "Disability Law Primer", 2023 ACCES NJ Star Conference (Introduction to relevant state and federal laws concerning individuals with disabilities in the workplace)
- June 23, 2023: "Special Education Law: Back To Basics", National Business Institute (Topics: Key Laws to Know; Understanding Special Education Law; and Discipline and Bullying: Legal Best Practices)
- May 19, 2023: "Planning for Special Needs Children", Mandelbaum Barrett PC Elder Law Department Lecture Series.
- May 16, 2023: "Special Education: The Ultimate Guide", National Business Institute (Topics: Essential Special Education Legal Updates; Bullying & Harassment—Ensuring Special Education Students Receive FAPE).
- November 29, 2022: "School Law: Handling Mental Health Issues," National Business Institute (Topics: Mental Health and Student Privacy: What Can Be Disclosed? and Disciplining Students With Student Mental Health in Mind).
- May 19, 2022: "Basic Rights in Special Education: What Every Parent Should Know," Family Partners of Morris & Sussex Counties.
- April 12, 2022: "The Three C's of Ethics: Communication, Confidentiality, and Conflicts," Mandelbaum Barrett Lunchtime Lecture Series.
- June 29, 2021: "Handling Social Media Legal Issues in Schools," National Business Institute.
- December 21, 2020: "New Jersey Education Law in the Age of COVID-19," Worrall F. Mountain American

Inn of Court.

- December 10, 2020: "New Jersey School Law Update 2021," National Business Institute.
- November 20, 2020: "School Law: Handling Mental Health Issues," National Business Institute.
- November 4, 2020: "Texas School Law Update 2021", National Business Institute.
- June 29, 2020: Anti-Hazing Law Passes NJ Senate, *Jersey Matters with Larry Mendte*, NJNN.
- June 17, 2020: NJ Anti-Hazing Bill In Honor of Late New Jersey Teen Demands Student/University Accountability, *Kimberly Kravitz*, reporting, NJNN.
- June 11, 2020: "Basic Rights in Special Education: What Every Parent Should Know," Family Partners of Morris & Sussex Counties.
- December 11, 2019: "School Law: Social Media and Apps, Cyberbullying, Privacy And Other Technology Issues," National Business Institute.
- November 18, 2019: Legal Remedies for Kids Suffering Bullying At School, *Jersey Matters with Larry Mendte*, NJNN.
- October 4, 2019: "Children Have Legal Remedies Against Bullying," Op-Ed, Star Ledger Guest Columnist, NJ.com.
- December 17, 2018: "Special Education Law for the General Practitioner," Worrall F. Mountain American Inn of Court.