

A. NICOLE HALLETT
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EDUCATION

Yale Law School, Juris Doctor, 2008

Awards: Skadden Fellowship (2010); C. LaRue Munson Prize (awarded for excellence in the investigation, preparation, and presentation of civil, criminal, or administrative law cases, under a law school clinical program).

University of Oxford, St. Cross College, Master of Science, 2005

Refugee Studies, Department of Development Studies

Awards: Gilbert Murray Trust Fellow (awarded to one outstanding Oxford student to pursue research related to the United Nations).

DePauw University, Bachelor of Arts, 2003

Summa Cum Laude, Philosophy and English Literature

Awards: Truman Scholar (2002), Luce Scholar (2003), Presidential Rector Scholar (full-tuition merit-based scholarship), Irving Serlin Award (top DePauw honors student), Phi Beta Kappa, Richard J. Wood Community Commitment Award (highest community service award in state).

ACADEMIC PUBLICATIONS

Nicole Hallett, *The Case Against Prosecutorial Discretion in Immigration Enforcement* (working paper).

Nicole Hallett, *Immigrant Women in the Shadow of #MeToo*, 49 U. Balt. L. Rev. (2019) (forthcoming).

Nicole Hallett, *The Problem of Wage Theft*, 37 Yale L. & Pol'y Rev. 1 (2018).

Nicole Hallett, *The #Buffalo 25 and the New Era of Immigration Enforcement*, 21 CUNY L. REV. 1 (2017).

Nicole Hallett, *From the Picket Line to the Courtroom: A Labor Organizing Privilege to Protect Workers*, 39 N.Y.U. REV. L. & SOC. CHANGE 475 (2015).

Nicole Hallett, *The Evolution of Gender Crimes as Genocide in International Law*, in *WOMEN AND GENOCIDE: THE PLIGHT AND FATE OF WOMEN IN GENOCIDAL SITUATIONS* 183 (Samuel Totten, ed. 2009).

Nicole Hallett, *Protecting National Security or Covering Up Malfeasance: The Modern State Secrets Privilege and Its Alternatives*, 117 YALE L.J. POCKET PART 82 (2007), <http://thepocketpart.org/2007/10/01/hallett.html>.

Nicole Hallett, *Book Review: The Ethics and Politics of Asylum*, 9 YALE HUM. RTS. & DEV. L.J. 207 (2006).

Nicole Hallett, et al., *Lost Without a Lawyer: Changes to the UK Asylum Laws Have Left Many Asylum Seekers Without the Legal Representation They Need*, 25 FORCED MIGRATION REV. 63 (2006).

Nicole Hallett, *Politicizing U.S. Refugee Policy Towards North Korea*, 1 YALE J. INT. AFF. 72 (2006).

OTHER WRITING

Nicole Hallett, *Workers on the Brink: Low-Wage Employment in the City of Buffalo and Erie County*, Open Buffalo Public Research Series (2018).

Nicole Hallett, *Congress Left a Little Something for Waiters and Dishwashers*, The Conversation, March 27, 2018, <https://theconversation.com/congress-left-a-little-something-for-waiters-and-dishwashers-in-its-1-3-trillion-budget-91713>.

Nicole Hallett, *The Central American Refugee Crisis*, Vol. No. 52, ABA/SIL Year-in-Review (2018).

Nicole Hallett, *Future of Unions in Balance as Trump Prepares to Reshape National Labor Board*, Salon, June 14, 2017, available at https://www.salon.com/2017/06/14/future-of-unions-in-balance-as-trump-prepares-to-reshape-national-labor-board_partner.

Nicole Hallett, *Another Voice: Buffalo Must Protect Its Immigrant Residents*, Buffalo News, Feb. 9, 2017, available at <http://buffalonews.com/2017/02/09/another-voice-buffalo-must-protect-immigrant-residents>.

TEACHING EXPERIENCE

University at Buffalo School of Law, State University of New York, Buffalo, NY, 2016-present

Assistant Clinical Professor of Law

- Founder and director of the Community Justice Clinic (CJC) and the U.S.-Mexico Border Clinic.
- CJC represents low-income Buffalo residents on immigration, employment, civil rights, housing, and consumer matters.

- CJC also represents community organizations and coalitions on public policy and community education projects.
- Named Open Buffalo's first Public Research Fellow and a Baldy Center Research Fellow.
- Teaches doctrinal course in Immigration Law and Legal Ethics and Professional Responsibility

Yale Law School, New Haven, CT, 2013-2016

Clinical Lecturer in Law and Robert M. Cover Clinical Teaching Fellow

- Co-taught the Worker and Immigrant Rights Advocacy Clinic, including clinic seminar.
- Helped design and teach a first-semester legal writing and research course.
- Supervised students on workers' rights, immigration, and complex federal litigation.
- Litigation docket included removal defense, class action habeas challenging indefinite immigration detention, and federal wage-and-hour cases representing low-wage workers.
- Non-litigation docket included state and national legislative campaigns.

New York University School of Law, New York, NY, 2012-2013

Adjunct Clinical Professor of Law

- Co-taught the Community Development and Economic Justice Clinic.
- Docket included workers' rights, housing, consumer, and transactional matters.
- Seminar topics included substantive law, client interviewing and oral argument simulations, and social justice lawyering.

Yale University, New Haven, CT, 2007, 2008, 2011

Adjunct Instructor

- Taught undergraduate course on International Human Rights Law in U.S. Courts.
- Seminar of 20 students had intensive writing requirement. Taught as a pre-law course; students wrote legal memos and briefs.

OTHER WORK EXPERIENCE

Urban Justice Center, Community Development Project, New York, NY, 2010-2013

Staff Attorney

- Represented workers in wage and hour, trafficking, employment discrimination, and right to organize cases.
- Represented immigrant workers in employment-related U and T visa applications.
- Defended community groups against strategic lawsuits against public participation (SLAPPs).
- Conducted weekly clinics and know-your-rights trainings for low-wage workers.
- Appeared in federal, state, and administrative proceedings; litigated several trials to judgment; won over \$1.5 million for low-wage workers.

Judge Rosemary Pooler, U.S. Second Circuit Court of Appeals, Syracuse, NY, 2009-2010

Law Clerk

Judge Mark Kravitz, U.S. District Court for the District of Connecticut, New Haven, CT, 2008-2009

Law Clerk

ACLU Immigrants' Rights Project, San Francisco, CA, 2007

Legal Intern

- Assisted attorneys with asylum, discrimination, First Amendment, and War on Terror cases.

U.S. Department of Justice – Civil Rights Division, Washington, DC, 2006

Legal Intern

- Researched and wrote legal memos and briefs for administrative proceedings and appeals.

National Human Rights Commission of Korea, Seoul, Korea, 2003-2004

Human rights researcher and United Nations liaison,

- Coordinated U.N. Conference of National Human Rights Institutions; wrote human rights reports.

BAR ADMISSIONS

Connecticut (2009)

New York (2010)

Southern District of New York (2011)

Eastern District of New York (2011)

District of Connecticut (2010)

Second Circuit Court of Appeals (2013)

First Circuit Court of Appeals (2014)

Western District of New York (2016)

LANGUAGES

English (fluent), Spanish (proficient)

MEDIA MENTIONS

Charlie Savage, Testing Novel Power, Trump Administration Detains Palestinian After Sentence Ends, N.Y. Times, Mar. 26, 2019,

<https://www.nytimes.com/2019/03/26/us/politics/adham-hassoun-indefinite-detention.html>.

Alicia Speri, How Two Immigration Lawyers Created a Rapid Response Team to Combat ICE, The Intercept, Mar. 5, 2019, <https://theintercept.com/2019/03/05/ice-detention-legal-aid-rapid-response>.

Nick Lippa, Immigration advocates push for undocumented farmworkers to have access to driver licenses, WBFO, Aug. 22, 2018, <http://news.wbfo.org/post/immigration-advocates-push-undocumented-farmworkers-have-access-driver-licenses>.

Michael Mroziak, Labor Department hears arguments in Buffalo for and against end of tip credit system, WBFO, May 8, 2018, <http://news.wbfo.org/post/labor-department-hears-arguments-buffalo-and-against-end-tip-credit-system>.

Max Kalnitz, UB Study: Wage Violations Extensive, WBFO, Apr. 16, 2018, <http://news.wbfo.org/post/ub-study-wage-violations-extensive>.

Phil Fairbanks, Buffalo Lowers Restaurant Workers' Living Wage at Urging of William K's Owner, Buffalo News, Feb. 4, 2018, <http://buffalonews.com/2018/02/04/buffalo-lowers-restaurant-workers-living-wage-at-urging-of-eatery>.

Rachel Mongiovi, Former employees sue owners of William K's restaurant for wage violations, WIVB.com, Jan, 30, 2018, <http://wivb.com/2018/01/30/former-employees-sue-owners-of-william-ks-restaurant-for-wage-violations>.

Jaime Fuller, Young Immigrants Are Rushing to Renew Paperwork Before Trump Kicks Them Out, Vice, Oct. 2, 2017, https://www.vice.com/en_us/article/ne79ab/young-immigrants-are-rushing-to-renew-paperwork-before-trump-kicks-them-out (quoted on DACA clinics and renewal process).

Stephen T. Watson, Tenant Wants Out of Lease After She Says Rent Quadrupled in Price, Buffalo News, Sept, 20, 2017, <http://buffalonews.com/2017/09/20/tenant-wants-lease-says-880-apartment-quadruples-price> (quoted on price-gouging landlord).

Phil Fairbanks, Immigration March Protests Jeremy Jacobs' Ties to Trump, Buffalo News, Sept. 6, 2017, <http://buffalonews.com/2017/09/06/immigration-march-protests-jacobs-ties-trump> (quoted about end to the DACA program).

Sarah Blazonis, UB Justice Clinic: Immigration Order 'Anything But Ordinary,' TWC News, Feb. 4, 2017, <http://www.twcnews.com/nys/buffalo/news/2017/02/3/ub-community-justice-clinic-offers-resources.html> (quoted about clinic's work after Trump Travel Ban announced).

Jay Tokasz, UB Wary of Future As Travel Ban Leaves International Students Chilled, Buffalo News, Feb. 4, 2017, <https://buffalonews.com/2017/02/04/international-students-chilled-travel-ban> (quoted on effect of travel ban).

John Burnett, *How Kitchen Raids in Buffalo Sent Shock Waves Through the Immigrant Rights Community*, NAT'L PUB. RADIO, Jan. 8, 2017, available at <http://www.npr.org/2017/01/08/508548698/how-kitchen-raids-in-buffalo-sent-shock->

[waves-through-immigrant-rights-community](#) (quoted on clinic's work representing restaurant workers arrested in ICE raids).

Liz Robbins, Owner Was Target, but Restaurant Workers Are Swept Up in Immigration Raids, N.Y. TIMES, Nov. 11, 2016, <http://www.nytimes.com/2016/11/12/nyregion/immigration-workplace-raids-buffalo.html> (same).

Michael Mroziak, Activists Urge ICE Not to Deport Restaurant Workers, WBFO-Buffalo News, Oct. 20, 2016, <http://news.wbfo.org/post/activists-urge-ice-not-deport-restaurant-workers> (quoted at press conference on recent ICE raids in Buffalo).

Ronan Farrow, *Are Nail Salon Workers Exploited? Ronan Farrow Reports*, NBC's TODAY SHOW, May 27th, 2016, <http://www.today.com/video/are-nail-salon-workers-exploited-ronan-farrow-reports-694132291574> (interviewed regarding wage practices of nail salons).

Sarah Maslin Nir, *The Price of Nice Nails*, N.Y. TIMES, May 7, 2015, <http://www.nytimes.com/2015/05/10/nyregion/at-nail-salons-in-nyc-manicurists-are-underpaid-and-unprotected.html> (quoted in landmark article on nail salons in NYC that precipitated state-level reforms).

Michelle Tuccitto Sullo, *Worker at Westbrook restaurant claims boss menaced him, denied fair wages*, N.H. REGISTER, November 11, 2014, <http://www.nhregister.com/general-news/20141111/worker-at-westbrook-restaurant-claims-boss-menaced-him-denied-fair-wages>.

E. Tammy Kim, *NYC ID: Big Help or Big Brother*, ALJAZEERA AMERICA, July 17, 2014, <http://america.aljazeera.com/blogs/scrutineer/2014/7/17/with-the-nyc-id-achancetoproveyouexist.html> (quoted on New Haven's Elm City resident card).

Bob McGovern, *Lawyers: Ruling giving immigrants bail hearings 'changes everything'*, BOSTON HERALD, May 30, 2014, http://bostonherald.com/news_opinion/local_coverage/2014/05/lawyers_ruling_giving_immigrants_bail_hearings_changes (quoted on *Reid v. Donelan* decision).

Michael Melia, *Hearings ordered for immigrants in Massachusetts*, ASSOCIATED PRESS, May 28, 2014, <http://washingtontimes.com/news/2014/may/28/hearings-ordered-for-immigrants-in-massachusetts> (same).

Erica Pearson, *Activists Demand Philippine Consulate in NYC Probe Maid Trafficking*, N.Y. DAILY NEWS, September 24, 2012, <http://www.nydailynews.com/new-york/activists-demand-philippine-consulate-nyc-probe-maid-trafficking-article-1.1158398> (quoted on labor trafficking case).

Sharon Lerner, *The Uphill Battle to Enforce Domestic Workers' Rights*, THE NATION, June 12, 2012, <http://www.thenation.com/article/168353/uphill-battle-enforce-domestic-workers-rights#> (quoted on implementation of New York Domestic Workers' Bill of Rights).

Cindy Rodriguez, *Law Giving Domestic Workers More Rights Slow to Take Hold*, WNYC NEWS, June 4, 2012, <http://www.wnyc.org/story/213877-blog-law-giving-domestic-workers-more-rights-slow-take-hold> (same).

Sharon Lerner, *The Help Gets Its Due*, SLATE, Feb. 22, 2012, available at http://www.slate.com/articles/double_x/doublex/2012/02/domestic_workers_bill_of_rights_and_other_new_laws_protecting_nannies_housekeepers_and_other_in_home_employees.html (quoted on domestic workers in New York).

Jennifer Ludden, *Guatemalan Immigrants Sue over Job Switch*, NAT'L PUB. RADIO, Feb. 8, 2007, <http://www.npr.org/templates/story/story.php?storyId=7260614> (quoted on labor trafficking case).

Nina Bernstein, *Suit Charges That Nursery Mistreated Laborers*, N.Y. TIMES, Feb. 8, 2007, <http://www.nytimes.com/2007/02/08/nyregion/08immigrants.html> (same).

TALKS/WORKSHOPS

Applied Feminism and #MeToo, April 2019, Baltimore, MA – presented paper, Immigrant Women in the Shadow of #MeToo.

I-ARC Conference, October 2018, New York City, NY – presented on panel on issues facing immigrants in upstate New York.

Immigration Scholars Conference, May 2018, Philadelphia, PA – presented work-in-progress.

Class Crit, New Orleans, LA, November 2017 – presented my paper on wage theft at a panel on Labor and the New Economy.

Discussant at Cornell Prof Louis Hyman's on "The Gig Economy and the American Dream," June 2017, Buffalo, NY

AALS Clinical Conference, Denver, CO, May 2017 – organized and presented on a panel titled "Workplace Justice in Tumultuous Times: Advancing Student Learning and the Commitment to Social Justice Through Employment Law Casework."

Allison De Forge Human Rights Symposium, "Counterterrorism, Electoral Politics and Human Rights," Buffalo, NY, April 2017 – presented on a panel on "National Security and Recent Changes in U.S. Immigration Policy" at the Allison De Forge Human Rights Symposium.

CUNY Law Review Symposium, Transformative Immigration Defense: Law in Support of an Intersectional Movement, New York, NY, March 2017 – presented on a panel called “Reframing the Border,” which explored how the line has blurred between border and interior enforcement.

OTHER ACTIVITIES

Member, Board of Directors, Justice for Migrant Families, 2018 – present. JFMF is a local immigrants’ rights organization that was started in response to the ICE restaurant raids in October 2016.

Member, Board of Directors, Worker Justice Center of New York, 2018-present.

NYIC Collaborative – Steering Committee, 2017-present – one of fifteen members of this statewide immigration collaborative run by the New York Immigration Coalition, and the only member from Western New York.

ABA Rule of Law Initiative – Short-Term Legal Expert, 2017-present – conducted a three-day training (in Spanish) on clinical pedagogy with the new clinicians and will return in August 2018 to conduct a “training of the trainers” session with the students enrolled in the new clinics

NYIC CLE on Special Immigrant Juvenile Status, November 2017 – presented this CLE to immigration lawyers and those training to become accredited representatives for the Board of Immigration Appeals at the request of my community partner, the New York Immigration Coalition.

Presentations on DACA at Canisius and Buffalo State, September 2017 – also provided brief advice after presentations to students regarding immigration status issues.