



SILVA-COFRESÍ, MANZANO & PADRÓ

LABOR & EMPLOYMENT LAWYERS



### SCMP Special Counsel

#### AREAS OF PRACTICE

Employment Litigation  
Employment  
Discrimination  
Employment Arbitration  
Wrongful Termination  
Labor and Employment  
Counseling  
Labor Management  
Arbitration

#### EDUCATION

J.D., Magna Cum Laude  
- University of Puerto Rico  
School of Law  
B.A., Magna Cum Laude  
- University of Puerto Rico

#### COURT ADMISSIONS

Commonwealth of Puerto  
Rico  
U.S. District Court for the  
District of Puerto Rico  
U.S. Court of Appeals for  
the First Circuit

#### BAR AFFILIATION

American Bar Association

**+1 (787) 945-0384**

**CARMEN R. JUARBE MONTIJO**

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Carmen R. Juarbe-Montijo is a Special Counsel at Silva- Cofresí, Manzano & Padró, LLC. Mrs. Juarbe's practice involves employment counseling and litigation. Her counseling practice is focused on preparation and review of employment policies and handbooks; preparation and review of employment contracts, confidentiality, non-solicitation and noncompetition agreements; internal investigations of claims; due diligence and human resources audits; employment trainings for management and personnel; reasonable accommodation evaluations; domestic violence in the workplace; employee discipline, terminations and reductions in force; and other related matters.

Her litigation practice includes employment discrimination, sexual harassment, retaliation and wrongful discharge claims. She also litigates arbitration and administrative cases.

Ms. Juarbe has been a speaker at seminars on labor and employment topics for several associations and organizations such as SHRM and Labor Relations Professionals Association, among others. She lectures on employment discrimination and mandatory leaves at the University of Puerto Rico School of Law. Before joining SCMP, Ms. Juarbe worked as a Shareholder in the Labor and Employment Division of one of Puerto Rico's major law firms.