



Erica Coray

PARTNER

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PRACTICE AREAS

Litigation Labor and Employment
Appeals Nonprofits

Pronouns:
she, her, hers

Erica Coray advises and represents public, private, and nonprofit clients with civil litigation, internal investigations, and employment matters. With a background in business and law, and experience managing complex litigation at all stages, Erica understands the challenges faced by both public and private entities.

Erica's work for employers includes investigating and defending against constitutional claims related to discrimination and religious accommodations. She also advises clients on employment policy, contract disputes, and best practices for evaluating requests for exemptions and accommodations.

Erica's recent experience includes successfully defending state and local governments and a public university against challenges to emergency public health measures adopted during the COVID-19 pandemic, and defending a state agency in federal court against a constitutional challenge to a housing program that seeks to reduce racial disparities in homeownership.

Prior to working at Pacifica, Erica worked as an associate at law firms in Georgia and Massachusetts representing clients in the higher education, biotechnology, real estate, and manufacturing industries. She also clerked for the Honorable Denise J. Casper of the U.S. District Court for the District of Massachusetts, and was managing Director for an early-stage technology company.

Erica is dedicated to pro bono work, representing clients in immigration proceedings, restraining order hearings, and in civil rights matters.

Erica enjoys playing soccer, watching sports, reading, and exploring the outdoors with her partner and dog.

Bar Admissions:

- Washington
- Massachusetts

Education:

- Emerson College, B.A., Media Arts
- Boston College Law School, J.D., magna cum laude (Boston College Journal of Law & Social Justice, Editor-in-Chief)

Honors:

- Selected for inclusion in *Best Lawyers: Ones to Watch in America* in the field of Commercial Litigation, 2026-2027

Speaking:

- "Past, Present and Upcoming Battles Over Health Mandates and Religious Accommodations," Summit For Religious Freedom (April, 2024)

Publications:

- "Victim Protection or Revictimization: Should College Disciplinary Boards Handle Sexual Assault Cases?" 36 B.C.J.L. & SOC. JUST. 59

Community Involvement:

- Treehouse, Ambassador Board Member, 2023-Present