



The Advocacy Institute Is Pleased to Announce

PROGRAM ANNOUNCEMENT

CIVIL RIGHTS LAW: AN OVERVIEW OF THE NEW JERSEY LAW AGAINST DISCRIMINATION

**November 14, 2013
2:00 p.m. to 4:00 p.m.
New Jersey State House
125 West State Street
3rd Floor, Authorities Conference Room
Trenton, New Jersey**

Program Summary

This presentation will cover the basic concepts behind the Law Against Discrimination (LAD) and identifies what the law covers (employment, housing, access to places of public accommodation, etc.) as well as who is covered (people who are subject to discrimination based on race, religion, national origin, gender, sexual orientation, etc.). This presentation will also include a discussion of the elements of an LAD claim and examples of direct and indirect evidence needed to prove it. Examples will be given of the issues unique to disability claims, including what constitutes a “reasonable accommodation.” There will also be a discussion of what constitutes a hostile work environment and sexual harassment.

Who Should Attend?

This program is intended solely for those selected to participate in the *State House Series* programs, notice of which such persons have already received. Please do not attempt to register if you have not been so selected.

Who Is the Faculty?

Charles S. Cohen began his career with the State in January 1982. After over six years on the Central Appellate Research staff of the Appellate Division, he became a DAG in the Division of Law in 1988. Originally representing the Board of Public Utilities, he moved to the Civil Rights section in 1992 and became Assistant Section Chief in 1995. He works closely with the management and staff of the Division on Civil Rights and has represented the agency in numerous administrative hearings, Superior Court actions and state and federal appeals.

CLE Credit

NJ CLE Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 2.0 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism, and 2.0 qualify as hours of credit toward certification in civil trial law.

NY CLE Credit: 2.0 substantive credits (pursuant to the approved jurisdiction policy).

PA CLE Credit: 1.5 substantive credits (\$3.00 mandatory registration fee required).

How Do I Register?

State Employees

Most State employees are able to register for this course by going to <http://reg.dcj.lps.state.nj.us/login.aspx?portalid=2> and creating an AGAI Course Registration account. To do so, your computer **must** be attached to the government's Garden State Network. Upon opening the AGAI Course Registration System home page, you will see the Create Account link in the Login Box. Click on it and create your account, which will include you selecting a user name and password. Once you create your account, you can access the AGAI Course Registration System at <http://reg.dcj.lps.state.nj.us/login.aspx?portalid=2> to register for future courses or to manage your account. Please retain your user name and password for your records.

Non-State Employees or State Employees not Connected to the Garden State Network

If you are not a State employee, or are otherwise unable to access the AGAI Course Registration System through the Garden State Network, kindly email the Advocacy Institute at: AdvocacyInstitute@lps.state.nj.us for an authorization code to allow you access to the AGAI Course Registration System through the My New Jersey portal. **Setting up your account through the portal is a two-step process, the details of which are set forth in the next two paragraphs.**

Once you receive the portal authorization code you will be prompted to go to the My New Jersey portal at <http://www.state.nj.us/> and create a portal account. This is Step 1 of the process, which you need only do once.

Upon setting up your portal account, you need to set up your AGAI Course Registration System account. This is Step 2. To do so, log on to the My New Jersey Portal <http://www.state.nj.us/>. Upon opening the AGAI Course Registration System home page, you will see the Create Account link in the Login Box. Click on it and create your account, which will include you selecting a new user name and password. Once you create your account, you can access the AGAI Course Registration System at <http://reg.dcj.lps.state.nj.us/login.aspx?portalid=2> to register for future courses or to manage your account. Please retain your user name and password for your records.