



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

NEW JERSEY STATE POLICY PROHIBITING DISCRIMINATION IN THE WORKPLACE

October 10, 2017

10:30 a.m. – 12:30 p.m.

New Jersey Transit Headquarters

Board Room, 9th Floor

1 Penn Plaza East

Newark, New Jersey

PLEASE READ: NOTICE REGARDING COURSE MATERIALS

You will receive the course materials approximately forty-eight (48) hours prior to the date of the course. The materials will be contained in an email attachment.

Program Summary

This program discusses the basis of the State Policy Prohibiting Discrimination in the Workplace in federal and State statutes and regulations as well as pertinent case law. A case analysis of recent high profile media cases will also be examined. **Participants will satisfy their requirement to attend mandatory training presented by the training coordinator of the Department of Law and Public Safety Office of Equal Employment Opportunity for calendar year 2017.**

Who Should Attend?

This program is open to all government attorneys, space allowing.

Who Is the Faculty?

DAG Julie Cavanagh is with the New Jersey Attorney General's Office of Equal Employment Opportunity where she assists in the administration and enforcement of the State's Anti-Discrimination Policy. She takes part in confidential investigations into alleged violations of the State Policy, and makes recommendations to the Director and Deputy Director as to whether the allegations have been substantiated and, if so, as to the appropriate course of action. Prior to her position with the Office of EEO, Ms. Cavanagh was Assistant Counsel (2012 – 2013), then Senior Counsel (2013 – 2016), in the Governor's Appointments Office. She was responsible for

vetting judicial and prosecutorial candidates for potential nomination by the Governor, as well as the review and assessment of judicial candidates for reappointment. From 2000 to 2012, Ms. Cavanagh worked for the Division of Law with assignments in the Tort Section and as counsel for the Department of Community Affairs. During her time with the Division of Law, Ms. Cavanagh represented various State agencies including New Jersey Transit, the Department of Transportation, the Department of Corrections, the Division of Local Government Services, the Division of Codes and Standards, the Division of Fire Safety, as well as human resources. Before her tenure with the Division of Law, Ms. Cavanagh was a Senior Associate at Gallagher, Rowan & Egbert from 1994 to 2000. She handled general litigation matters from initiation through trial. Ms. Cavanagh started her legal career in 1988 as an associate at Budd Lerner defending personal injury claims for various insurance carriers. Ms. Cavanagh is a 1979 graduate of DeSales University and a 1988 graduate of Rutgers Law School.

DAG Rohini Gandhi is with the New Jersey Attorney General's Office of Equal Employment Opportunity. The office is responsible for administering and enforcing the State Anti-Discrimination Policy, including conducting confidential investigations concerning complaints of discrimination and retaliation in the workplace. The office also provides training to the employees of the department, defends discrimination appeals, assists executive level management in handling of personnel and disciplinary matters, and provides guidance on employment matters to assist in resolving workplace issues. Prior to her tenure with the Department of Law & Public Safety, Ms. Gandhi worked in the private sector. From 2007-2013, she was an associate at the law firms, Wolf and Samson PC and Kaye Scholer LLP, where she practiced commercial litigation. Ms. Gandhi is a graduate of Cornell University with a degree in history. She graduated with honors from Rutgers School of Law-Newark, where she served as Notes Editor of the Rutgers Law Review and Vice-Chair of the Public Interest Law Forum. While in law school, Ms. Gandhi was also a Governor's Executive Fellow for the Eagleton Fellowship in Politics and Government.

CLE Credit

NJ CLE Credit: This program had 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.

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

PA CLE Credit: 1.5 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://reg2.dcj.lps.state.nj.us/lpcreg/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://reg2.dcj.lps.state.nj.us/lpcreg/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: njagai@njoag.gov 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. Once your portal account is created you are prompted to enter your authorization code. This is Step 1 of the process, which you need only do once.

If you have already been issued an authorization code in the past you do not need to request another one. You can log into your account on the Garden State Network at <http://www.state.nj.us> and under the heading NJ L&PS Applications you will see the Attorney General's Advocacy Institute's Registration System. Click on that and log into your account on our system.

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://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> to register for future courses or to manage your account. Please retain your user name and password for your records.