



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

CAN WE TALK? PUBLIC EMPLOYEES' FIRST AMENDMENT RIGHTS IN THE WORKPLACE

**December 9, 2019
10:00 a.m. - 12:00 p.m.
R.J. Hughes Justice Complex
4th Floor Conference Room A
Trenton, New Jersey**

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

Do you have the right to say whatever you want at work? Have you ever wondered if expressing your viewpoint in the workplace is protected by the Constitution? The answer is not as simple as you might think. Public employees are unique because they are also considered an extension of the State. There are limitations on the speech public employees can engage in and not all speech is protected. This program will provide a primer on a public employee's First Amendment right to free speech. The program will also explore permissible and impermissible religious and political expression in the workplace.

Who Should Attend?

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

Who Is the Faculty?

DAG Julie Cavanagh-Egbert is a member of the New Jersey Attorney General's Office of Equal Employment Opportunity. She assists in the administration and enforcement of the State's Anti-Discrimination Policy and conducts confidential investigations into alleged policy violations. Prior to joining the EEO Office, DAG Cavanagh was Assistant Counsel and then Senior Counsel in the Governor's Appointments Office, where she vetted judicial and prosecutorial candidates for potential nomination and reappointment. DAG Cavanagh also

worked for the Division of Law, both in the Tort Section and representing several State agencies. Before entering State service, DAG Cavanagh was a Senior Associate at Gallagher, Rowan & Egbert and an associate at Budd Lerner. She is a graduate of DeSales University and Rutgers Law School.

DAG Christina Hathaway is a member of the New Jersey Attorney General's Office of Equal Employment Opportunity. She assists in the administration and enforcement of the State's Anti-Discrimination Policy, conducts and oversees confidential investigations into alleged violations of the State Policy, and makes recommendations to the Director and Deputy Director concerning allegations of discrimination, harassment and retaliation in the workplace. DAG Hathaway also develops and conducts training on the State Anti-Discrimination Policy and other related topics.

Prior to joining the Attorney General's Office, DAG Hathaway was a senior associate in the Employment Law Litigation Department of Herbert Law Group, LLC, where she represented employees and employers in all stages of civil rights and employment litigation and conducted workplace investigations. She also presented training on employment law topics, small business compliance, wage and hour compliance and social media in the workplace. DAG Hathaway served as General Counsel to Diversified Consulting Consortium, a consulting group that assisted businesses with operational challenges. DAG Hathaway began her legal career in Florida, representing victims of domestic violence in all facets of matrimonial law at Jacksonville Area Legal Aid. She later represented clients in complex matrimonial law matters as an associate at Glantz and Glantz, LLC and then as a partner at Britt, Ferguson, Hathaway and Levy, LLC. She holds an undergraduate degree in English and Communications from Seton Hill College and a J.D. from the George Washington University Law School.

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.

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://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.