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## PROGRAM ANNOUNCEMENT

*The Advocacy Institute Is Pleased to Present*

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

**August 17, 2021  
1:00 p.m. – 3:00 p.m.**

### **WEBINAR**

#### *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.

#### *Eligibility*

This program is open to attorneys in the Department of Law and Public Safety and county prosecutors' offices. Registrants will receive the course materials prior to the program date.

#### *Faculty*

**DAG Shaun Boparai** is a member of the Department of Law & Public Safety's Office of Equal Employment Opportunity. He investigates and resolves employment discrimination complaints and conducts EEO training. Prior to joining the EEO office, DAG Boparai represented children in abuse and neglect cases for the Public Defender's Office of Law Guardian and was a research and writing attorney for the Judiciary's Central Appellate Research Division. He began his legal

career practicing matrimonial law at Skoloff & Wolfe, P.C. DAG Boparai holds a B.A. in Political Science from the University of Colorado-Denver and a J.D. from Rutgers School of Law-Camden.

**DAG Nicole Langfitt** is a member of the Department of Law & Public Safety's Office of Equal Employment Opportunity. She assists in the administration and enforcement of the State's Anti-Discrimination Policy, investigates and resolves employment discrimination complaints and conducts EEO training. Prior to joining the EEO Office, DAG Langfitt served as Deputy Counsel to the Administrative Director of the Courts, where she provided legal advice on issues affecting the courts and policy development. Before working for the Judiciary, DAG Langfitt served in the LPS Office of Law Enforcement Professional Standards, where she handled policy and disciplinary matters related to the New Jersey State Police. DAG Langfitt also represented State agencies as a DAG in the Division of Law's Tort Litigation and Judiciary & Prosecutors Sections. She is a graduate of the University of Virginia and Rutgers 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 Alternative Verifiable Learning Format (AVF) total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism.

### *Registration*

Those who are eligible to apply should use the Zoom Webinar registration link in the Program Announcement email. Students who are registered will receive a confirmation email with a link to access the program.

**Students must download Zoom before the webinar in order for the AGAI to record polling responses that are required for attendance verification and CLE credit.**

The AGAI will be unable to verify attendance or grant CLE credit to students who have not downloaded Zoom before the webinar.