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## PROGRAM ANNOUNCEMENT

*The Advocacy Institute Is Pleased to Present*

### **Recognizing and Responding to Discrimination in the Workplace**

**September 10, 2021**  
**10:00 a.m. – 12:00 p.m.**

## WEBINAR

### *Program Summary*

This program will help participants understand what constitutes a hostile work environment within the scope of the Law Against Discrimination. The presenters will examine how microaggressions can appear in the workplace and will provide practical strategies to combat bias and discrimination in the office.

### *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*

**Alexis Franklin** is a Legal Specialist with the Division on Civil Rights. She investigates matters that involve complex legal claims, works with investigators to finalize investigations, conducts trainings on discrimination-related issues, and conciliates matters where the Division has issued a Finding of Probable Cause. Prior to joining DCR, Ms. Franklin worked in the private sector on employment and civil rights matters. She holds an undergraduate degree from Stanford University and a J.D. from Rutgers Law School - Camden.

**Elissa Zylbershlag** is the Director of Education and Training for the New Jersey Division on Civil Rights. She develops, coordinates and conducts training that promotes the Division's mission of preventing bias and discrimination. Ms. Zylbershlag previously served as the Director of Conflict Resolution and Anti-Bias Initiatives at the New Jersey State Bar Foundation and as a national trainer for the Anti-Defamation League. She holds a B.A. in Religious Studies from Ithaca College and a M.Ed. in Multicultural Education from National University. She also holds a certification in

Applied Positive Psychology from the University of Pennsylvania.

### *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, 2.0 qualify as hours of credit for ethics/professionalism in the Diversity, Inclusion and Elimination of Bias category.

### *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.