PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

The New Jersey Law Against Discrimination: Cultivating a Discrimination-Free Workplace

March 1, 2022
10:00 a.m. – 12:00 p.m.

WEBINAR

Program Summary

All employees are entitled to a workplace that is inclusive and free from discrimination. This program will provide an overview of how the New Jersey Law Against Discrimination (LAD) protects employees from harassment and discrimination. Through case studies and other interactive exercises, participants will examine the rights afforded to all employees and the responsibilities of supervisors to protect those rights. Topics include what constitutes a hostile work environment, workplace accommodation requirements, wage discrimination, and retaliation. Participants will also explore the ways in which implicit biases can lead to discrimination, and how to foster respectful environments in which discrimination and harassment are not tolerated.

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

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.

Alicia Ivory, Esq. is a Legal Specialist in the Enforcement Unit of the New Jersey Division on Civil Rights. Prior to joining DCR, Ms. Ivory practiced employment law and civil rights litigation at a South Jersey law firm. She holds a B.A. in Political Science and Sociology from Rutgers University, New Brunswick and a J.D. from Rutgers School of Law, Camden.

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.

AGENDA

1. Welcome and Introductions   10:00-10:10
2. Employment Discrimination and the NJ LAD   10:10-10:20
3. Implicit Bias   10:20-10:30
4. Types of Discrimination Claims
   a. Disparate Impact   10:30-10:40
   b. Disparate Treatment   10:40-10:50
      --BREAK--   10:50-11:00
   c. Discriminatory Harassment   11:00-11:15
   d. Failure to Accommodate   11:15-11:35
5. Additional Topics
   a. Retaliation   11:35-11:45
   b. Wage Discrimination   11:45-11:50
6. Q&A   11:50-12:00

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.