PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

Defending Against Employer Liability In Hostile Work Environment Cases

October 3, 2022
11:00 a.m. – 12:00 p.m.

WEBINAR

Program Summary

This program will cover what employment lawyers need to know regarding employer liability in hostile work environment claims brought under the Law Against Discrimination. The presenters will discuss vicarious and direct liability, and the defenses that are available to employers, including those addressed by the Court in Aguas v. State of New Jersey, 220 N.J. 494 (2013). The presenters will cover the different theories of liability, the elements of the defenses detailed in Aguas, and how courts have applied them since the 2013 decision.

Eligibility

Registration for this program is limited to Deputy and Assistant Attorneys General in the State Police, Employment & Corrections Section of the Division of Law. Registrants will receive the course materials prior to the program date.

Faculty

AAG Stephanie Cohen is an Assistant Attorney General in the Division of Law's Litigation Practice Group, where she oversees a substantial amount of litigation handled by the State. She shares overall responsibility for the management of the Division's two litigation sections, State Police, Employment & Corrections and Tort Litigation & Judiciary. She also provides policy direction and advice for handling litigation throughout the Division and oversees outside counsel in employment and tort litigation matters. Prior to joining DOL, AAG Cohen was a partner and associate at McCarter & English, LLP for over nineteen years, where she worked as a litigation

and trial attorney and represented clients in various complex commercial matters including sales practices and securities litigation and represented clients in state and federal courts. She was also the Partner in Charge of Firm-wide Diversity from 2010-2015, overseeing initiatives designed to promote the hiring, retention and advancement of diverse attorneys. AAG Cohen holds a B.A. in Political Science, magma cum laude, from Colorado College and a J.D from the University of Denver, Sturm College of Law, where she was a member of the law review.

DAG James M. Duttera is an Assistant Section Chief in the State Police, Employment Litigation and Corrections Section of the Division of Law, where he manages a group of trial attorneys and handles the defense of complex employment litigation and civil rights cases brought against State entities. DAG Duttera's extensive litigation experience includes handling all aspects of civil matters from inception through appeal and trying multiple cases before the New Jersey Superior and United States District Courts. Prior to joining the Division of Law, DAG Duttera served as a trial lawyer working exclusively in employment litigation for over a decade. He has been selected by his peers as a member of Philadelphia Magazine's "Pennsylvania Rising Stars" list and for inclusion as a Philadelphia Super Lawyer. DAG Duttera is a graduate of St. Joseph's University and holds a J.D. from Temple University Beasley School of Law.

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 1.2 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.