



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

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

**November 28, 2018
10:30 a.m. – 12:30 p.m.
124 Halsey Street
5th Floor, Room 10C
Newark, 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?

Christina Hathaway joined the New Jersey Attorney General's Office of Equal Employment Opportunity as a Deputy Attorney General in 2017 and assists in the administration and enforcement of the State's Anti-Discrimination Policy. Ms. Hathaway 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. Ms. Hathaway also develops and conducts training on the State Anti-Discrimination Policy and other related topics.

Prior to working for the Attorney General's Office, Ms. Hathaway was a senior associate at Herbert Law Group, LLC in their Employment Law Litigation Department where she represented employees and employers in all stages of civil rights and employment litigation. Additionally, her work included conducting workplace investigations and presenting trainings on employment law topics, small business compliance, wage and hour compliance and social media in the workplace. Ms. Hathaway also served as General Counsel to Diversified Consulting Consortium, a consulting group that assisted businesses with operational challenges. Ms. Hathaway began her legal career in 2000 in the State of 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 in South Florida. She has an undergraduate degree in English and Communication from Seton Hill College. She received her Juris Doctor from The George Washington University Law School.

Natonya Philips joined the New Jersey Attorney General's Office of Equal Employment Opportunity as the Deputy Director in 2017. She assists in the management and oversight of the work and staff of the Office of EEO. Ms. Phillips oversees and directs the intake and investigation of Department employees' discrimination, harassment, and retaliation in the workplace complaints. Ms. Phillips also oversees and provides training on EEO policy to employees, managers, and executive level staff.

Prior to joining the Attorney General's Office, Ms. Phillips served as the Director of Human Resources for a K-12 Charter School in Camden, NJ. Prior to holding that position, Ms. Phillips worked for the New Jersey Judiciary from 2007 through 2016. She was initially Lead EEO/AA Investigator for the Judiciary's statewide EEO/AA Program and then became the EEO/AA Officer for the Camden Vicinage. She later served as the Assistant Civil Division Manager at the Camden Vicinage. Ms. Phillips began her legal career in 1996, representing clients in personal injury, premise liability and auto negligence matters as an associate at Zeller & Bryant, LLC. She also served as counsel for federally funded housing authorities. Ms. Phillips has an undergraduate degree in Criminal Justice from The College of New Jersey. She received her Juris Doctor from Rutgers 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 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 Credit (pursuant to the approved jurisdiction policy).

PA CLE Credit: 1.5 Substantive Credit (\$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.