



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

New Jersey State Policy Prohibiting Discrimination in the Workplace

**June 25, 2024
1:00 p.m. – 3:00 p.m.**

WEBINAR

Program Summary

This program will detail the State Policy Prohibiting Discrimination in the Workplace, including the federal and State statutes, regulations and pertinent case law that form the basis of the policy. The presenters will also analyze recent high profile media cases.

Notice to LPS Employees: The Department of Law and Public Safety now requires that all LPS employees complete training on the New Jersey State Policy Prohibiting Discrimination and Harassment in the Workplace once every three years. Enrollment in this program will satisfy an employee's policy training requirement for the next three years. New LPS employees should take this training within their first year of service.

Eligibility

This program is open to attorneys in the Department of Law and Public Safety and county prosecutors' offices.

Faculty

DAG Steve Morris is a member of the Department of Law and Public Safety's Office of Equal Employment Opportunity. He supervises, investigates and resolves employment discrimination complaints and conducts EEO training. DAG Morris previously served as an Assistant Attorney General in the Litigation Bureau of the New York State Office of the Attorney General, where he represented state agencies and officials in actions involving employment discrimination claims, harassment, retaliation, and constitutional violations. Prior to working at the New York Attorney General's Office, DAG Morris worked in private practice at Lowenstein Sandler LLP and Proskauer Rose LLP, where he specialized in employment litigation and counseling. He advised

private sector employers in various industries—including the biotechnology, financial services, and entertainment fields—regarding their employment practices, including compliance with federal, state, and local employment laws, conducted EEO training, and represented employers in employment-related disputes in state and federal courts and before administrative agencies. He received a B.A. in Political Science from The College of New Jersey and a J.D. from NYU.

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 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.