

# NEPHA Hotline

New Jersey Schools Insurance Group  
Employment Practices Hotline Attorney

**CALL THE HOTLINE**  
**201-623-1223**

*during regular business hours*

Email: [nepha@cgajlaw.com](mailto:nepha@cgajlaw.com)

or visit: [www.nepahotline.com](http://www.nepahotline.com)

Administered by: Cleary, Giacobbe, Alfieri & Jacobs, LLC

**The FREE hotline answers your questions  
concerning laws related to:**

**Bullying  
Harassment  
Discrimination  
Family & Medical Leave Act  
American with Disabilities Act  
Conscientious Employee Protection Act  
Other Employment Related Matters**

## What is NEPHA?

This is a FREE service for those school districts that have School Leaders Errors and Omissions coverage with NJSIG. Its purpose is to analyze issues and provide legal advice and direction before an adverse action is taken with an employee. The ultimate result is to ensure the employment action is justified and to prevent protracted and needless litigation that takes time and money away from education.

## How does NEPHA work?

When a school district representative contacts the hotline with an employment question or pending action, they will be provided with both verbal and written advice. The advice will provide guidance on how to make sure the decision is in compliance with the law. Correspondence will be sent to the Superintendent with a suggestion to also share with the Board Attorney. Questions will be recorded and an employment attorney will be in contact within 48 hours.

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