NJSIG
NEW JERSEY SCHOOLS INSURANCE GROUP

NEPHA HOTLINE
NJSIG Employment Practices Hotline Attorney
Call: 201.623.1223
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Administered by:
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What is NEPHA?

The NJSIG Employment Practices Hotline Attorney (NEPHA) provides direct access to local employment law and educational attorneys. Its purpose is to analyze issues and offer legal advice before any adverse employment action is taken, ensuring that such actions are justified and avoid litigation that could detract from educational resources.

Only Superintendents, Business Administrators, or Human Resources managers are permitted to make inquiries to the hotline.

Why Call NEPHA Hotline?

Experienced Local Attorneys
Experienced local attorneys, well-versed in New Jersey school law, will thoroughly review the situation and promptly provide documented advice and recommended courses of action, safeguarding your district's interests.

Included in NJSIG Membership
Districts with Errors and Omissions (E&O) coverage, also known as school board leader liability (SBLL) coverage, through NJSIG can utilize NEPHA at **no additional cost.**

Deductible Waived
Districts that seek guidance through the hotline **prior to an E&O claim being made,** and follow the advice provided, will have their deductible waived if a claim is filed.

*The **NEPHA Hotline** offers invaluable assistance to districts in navigating tricky decisions and sidestepping potential legal issues. Here are 10 typical scenarios districts encounter where the hotline can provide guidance:*

10 COMMON SITUATIONS

1. Family Medical Leave requests
2. Pregnancy leave requests
3. Reduction in force
4. Harassment, Intimidation and Bullying (HIB) matters
5. Disability accommodations requests
6. Harassment allegations / Discrimination complaints
7. Progressive discipline
8. Acquisition of tenure
9. Employee transfers
10. Physical/psychological evaluations

*The above is not intended to be a comprehensive list. When you have concerns regarding a difficult employee decision - **call the hotline!***