



The graphic for the NEPHA Hotline features a background image of several hands in white shirts stacked on top of each other. In the top left corner is the NJSIG logo, which includes a small version of the yellow and black striped triangle with the two figures. The text "NJSIG NEW JERSEY SCHOOLS INSURANCE GROUP" is to the right of the logo. Below the logo, the text "NEPHA HOTLINE" is written in large, bold, dark blue capital letters. Underneath that, "NJSIG Employment Practices Hotline Attorney" is written in a smaller, dark blue font. The phone number "Call: 201.623.1223" is displayed in large, bold, dark blue font. Below the phone number, the email "Email: NEPHA@cgajlaw.com" is written in a smaller, dark blue font. At the bottom, it says "Administered by: Cleary, Giacobbe, Alfieri & Jacobs, LLC" in a small, dark blue font.

Expert Guidance at Your Fingertips: The NEPHA Hotline

Navigating complex employee decisions can be challenging, but the **NJSIG Employment Practices Hotline Attorney (NEPHA Hotline)** is here to assist!

All districts that have school board leader liability (SBLL) coverage - also referred to as Errors and Omissions (E&O) coverage with NJSIG, have access to the **NEPHA Hotline**, a valuable, no-cost resource for expert guidance on your organization's specific employment-related questions.

While many turn to the hotline for Family Medical Leave Act (FMLA) questions, it also provides expert guidance on a wide range of employment related issues.

10 common situations where the hotline can provide guidance:

- Family Medical Leave Act requests
- Pregnancy leave requests
- Reduction in force
- Harassment, Intimidation and Bullying (HIB) matters
- Disability accommodations requests
- Harassment allegations / Discrimination complaints
- Progressive discipline
- Acquisition of tenure
- Employee transfers
- 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!***

Deductible waived, if E&O claim is made and the hotline was used!

The **NEPHA Hotline** is operated by the law firm of [Cleary, Giacobbe, Alfieri and Jacobs](#). Only a Superintendent, Business Administrator or Head of Human Resources may make the contact.

Call or email the hotline today: [201-623-1223](tel:201-623-1223) | NEPHA@cgajlaw.com

[Click here](#) to learn more about this value added service.

If you have any questions, please reach out to your Member Services representatives Joe Semptimphelter (jsemptimphelter@njsig.org) and Joanna Radomicki (jradomicki@njsig.org)



Responding to Bias Incidents in K-12 Schools

Thursday, March 13, 2025
9:30am-11:30am
[Register Here](#)

Thursday, March 20, 2025
9:30am-11:30am
[Register Here](#)

According to data from the NJ Office of the Attorney General, almost a quarter of all bias incidents take place in K-12 schools—more than any other place. With bias incidents on the rise, schools have a legal obligation to prevent and address harassment and discrimination in the learning environment. This program provides K-12 school administrators, educators, and staff with an overview of their legal obligations in responding to bias incidents, as defined by the NJ Law Against Discrimination (LAD). Through examples and case studies, participants will examine best practices for schools in complying with both the LAD and their First Amendment obligations, reporting to and cooperating with law enforcement following a bias incident, communicating with community members about bias incidents, as well as strategies for supporting affected communities and bias prevention.

QPA Credits: 2 Ethics
[Click here for training flyer](#)



The courses below are approved and will offer 3 CEFM continuing education units.

- Wednesday, March 5 - Virtual
- Wednesday, May 28 - In-Person
- Tuesday, June 24 - Virtual - SPANISH
- Tuesday, September 30 - In-Person
- Thursday, October 9 - Virtual - SPANISH
- Tuesday, December 9 - Virtual

To secure your spot for these informative trainings, please visit [CHUBB Registration](#).

If you have any questions, please contact Joanne Gunter, Senior Safety and Risk Control Coordinator, at jgunter@njsig.org or 609-386-6060 x3021.

LADDER

SAFETY



Stay Safe at Any Height: Recognizing National Ladder Safety Month

March is [National Ladder Safety Month](#), making it the perfect time to highlight important safety practices for school facilities workers. Each year, thousands of workplace injuries result from falls, many of which occur in school facilities where ladders are used for maintenance and repairs. This month serves as a reminder to reinforce safety practices, educate workers, and reduce preventable accidents.

Encouraging a safety-first culture and reporting unsafe conditions help create a more secure environment for everyone. [Click here](#) for additional safety resources from the American Ladder Institute. Stay safe and make ladder safety a priority all year long!



Ladder training and fall-related courses are available through NJSIG's partner, Vector Solutions. These training classes are available to our members as part of NJSIG membership.

Course Title	Author	Duration
Ladder Safety	Multiple Contributors	26 mins
General Safety Orientation	Steve Lyons	14 mins
Fall Protection	Bryan Visscher	24 mins
Scaffolding Safety	Jeremy Norton	17 mins
Slips, Trips & Falls: Complete	Vaughan & Sommer	27 mins
Slips, Trips & Falls: Custodi-	Vaughan & Sommer	20 mins
Slips, Trips & Falls: Refresher	Vaughan & Sommer	17 mins

Click here for
Vector Solutions
Full Course Library

For questions regarding NJSIG's Value Added Services, please contact: riskcontrol@njsig.org.

For questions regarding Vector Solutions, please contact: support.education@vectorsolutions.com or call 800-434-0154.

Did You Know...?

- Over **500,000 people** are treated each year for **ladder-related falls**.
- The **2 most common** ladder accidents are **missing the last step when climbing down** and **overreaching**.
- Ladders are **#6** on OSHA's **Top 10 Most Cited Violations** list.
- More often than not, ladder injuries are caused by people using them **incorrectly**. 75.7% of survey participants felt that ladder accidents in their workplace could have been avoided with **ladder safety training**.

Title IX Course Updates: Ensuring Compliance with Recent Ruling

NJSIG's online training partner, **Vector Solutions**, has reviewed the recent Title IX ruling and is updating their courses accordingly to ensure compliance.

[View Course List](#) of updated courses.

A [2025 Title IX Memo](#) is also available, summarizing key differences between the 2024 and 2020 regulations for learners who previously completed or are in progress with the 2024 version.



Supporting Safer Schools: NJSIG's Grant Portal Opens Soon!

Get ready! NJSIG's Safety Grant Portal will open on **April 1, 2025**, and close on June 1, 2025. An email will be sent to all business administrators on April 1 to announce the portal's opening.

In 2025, NJSIG will distribute **\$2,000,000** in Safety Grants to support safer schools. Since 2009, we have awarded over **\$52.9 million in Safety Grants** to our members, helping to keep valuable resources in the classroom where they belong.

If you have any questions about accessing the Safety Grant Portal, please contact grants@njsig.org or call NJSIG's Sr. Safety and Risk Control Coordinator Joanne Gunter at (609) 386-6060 x3021.

Beginning April 1, 2025, [click here](#) to access NJSIG's Universal Sign-In page to gain access to the Safety Grant Portal and take the next step in enhancing school safety.

If you do not have an username and password, please follow the link above and click the button that says "Request an Account" at the bottom of that page.

Your commitment to safety makes a lasting impact—let's work together to create a secure learning environment for all!

[Click here to view past SafetyNet newsletters](#)

New Jersey Schools Insurance Group | www.njsig.org

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