



# Empowering Workplaces: Legal Protections and Best Practices for Pregnant & Breast/Chestfeeding Employees

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## AGENDA

12/05/2024

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### Moderator:

**Kai Durant**, Community Relations Specialist, New Jersey Division on Civil Rights

### Opening Remarks:

**Sundeep Iyer**, Director, New Jersey Division on Civil Rights

### Panelists:

**Jane Duncan**, State, Local, and Tribal Coordinator, Equal Employment Opportunity Commission

**Patricia "Trish" Perlmutter**, Associate Director for Policy, Outreach, & Community Relations, New Jersey Division on Civil Rights

**Ellen Maughan**, NJ State Breastfeeding Coordinator, Central Jersey Family Health Consortium

### Questions and Answers

### Closing Remarks

**Kai Durant**, Community Relations Specialist, New Jersey Division on Civil Rights

# Moderator & Panelists Bios

## **Kai Durant** (Moderator)

*Community Relations Specialist, New Jersey Division on Civil Rights*

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**Kai Durant** is a community relations specialist in the Community Relations Unit (CRU) at the New Jersey Division on Civil Rights. At CRU, she works to prevent acts of discrimination and bias based harassment through education and community engagement. She co-leads topics of housing, employment, disability, and the youth ambassador program.

She completed her undergrad at Rutgers University with a focus Sociology and Gender Studies. Following undergrad, she completed her Master's in Social Work with a concentration on policy at Columbia University. She has experience in community outreach, advocacy, and organizing from her past work at a non-profit, community health center, and campaign.

# Sundeep Iyer (Opening Remarks)

*Director, New Jersey Division on Civil Rights*

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**Sundeep Iyer**, is the Director of the Division on Civil Rights. He previously served as Assistant Attorney General and Senior Counsel to Attorney General Matthew J. Platkin. In that capacity, he was the Attorney General's principal advisor on civil rights matters and coordinated department-wide civil rights initiatives. He also worked with the Office of the Solicitor General on appeals involving matters of constitutional law, statutory interpretation, civil rights, and criminal law.

Prior to joining the Office of the Attorney General, Iyer was a senior associate at Hogan Lovells US LLP. During his time at the firm, he served as a special attorney for the State of Minnesota in the prosecution of the four former police officers charged in connection with the death of George Floyd. He was part of the legal team that obtained

a conviction of Derek Chauvin on charges of second-degree murder, third-degree murder, and second-degree manslaughter, and he briefed, argued, and won key legal motions for the State at trial.

Iyer was also part of the litigation team that obtained an injunction against President Trump's travel ban and defended that injunction before the U.S. Supreme Court. He represented federal death-row inmates in a challenge to the Trump Administration's federal lethal injection protocol. And he was one of the lead attorneys for a group of eight plaintiff organizations challenging President Trump's rescission of the Bears Ears National Monument in Utah.

Iyer previously clerked for U.S. Supreme Court Justices David H. Souter and Stephen G. Breyer, as well as for then-Judge Brett M. Kavanaugh on the U.S. Court of Appeals for the D.C. Circuit. He received his A.B. from Harvard College and J.D. from Yale Law School. Prior to graduating law school, Sundeep was the Principal Quantitative Analyst at the Brennan Center for Justice at NYU School of Law, where he directed statistical research on voting rights, campaign finance, and redistricting issues.

# Jane Duncan (Panelist)

*State, Local, and Tribal Coordinator, Equal Employment Opportunity Commission*

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**Jane Duncan**, is the State, Local & Tribal Partner Coordinator for Employment Opportunity Commission's (EEOC) Philadelphia District Office (PDO). Jane acts as the liaison between PDO and its Federal Employment Partner Agencies, and reviews the work of PDO's partners to ensure that their staff are properly trained and performing investigations that meet standards put forward by EEOC.

Jane has worked for EEOC since January 2015, and previously served as Senior Investigator and Lead Systemic Investigator, and has experience conducting investigations under the ADA, ADEA, EPA, Title VII, the PWFA and GINA.

Jane graduated from The University of Montana with a bachelor's degree in history and a minor in non-profit administration.

After graduating from college Jane served in the Montana Conservation Corps as an Americorps Volunteer maintaining historic trail byways on chainsaw crews for 2 years. Following her Americorps service Jane served as a Health Volunteer in Kenya with the US Peace Corps where she taught life skills and culturally appropriate sex education to rural high school students, fundraised to upgrade a dangerous well to help community members access fresh water, and secured funding to install solar panels at a local technical school that did not have electricity.

# Patricia “Trish” Perlmutter (Panelist)

*Associate Director for Policy, Outreach, & Community Relations NJDCR*

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**Patricia “Trish” Perlmutter** (she/her) serves as Associate Director for Policy, Outreach, and Community Relations for the New Jersey Division on Civil Rights. In that role, she leads anti-bias initiatives to proactively prevent discrimination. Throughout her career, Trish has worked to combat discrimination and drive institutional reform.

Previously, Trish served as Policy Counsel at Partners, advocating on behalf of survivors domestic and sexual violence. Prior to that, Trish was a clinical professor at the Center for Social Justice at Seton Hall University School of Law, where she led class action lawsuits to address the abuse and neglect of individuals, detained in jails and prisons.

She holds a B.A. from Princeton University’s School of Public and International Affairs and a J.D. from Harvard Law School.

# Ellen Maughan (Panelist)

*NJ State Breastfeeding Coordinator, Central Jersey Family Health Consortium*

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**Ellen Maughan, JD, IBCLC**, is a graduate of Rutgers Law School-Newark, who has practiced law at the NJ Division of Rate Counsel and as in-house counsel at a consulting firm. Ellen's career took an unusual turn, however, after she became a mother and breastfed her three children. Responding to a decades' long call to the health care field, Ellen became an international board certified lactation consultant in 2001 and retired from the practice of law in 2004. Since then, she has supported lactation in two New York City hospitals, a pediatric office, the WIC program and in her own private lactation practice. Ellen has also engaged in breastfeeding advocacy as a member, trustee and past president of the New Jersey Breastfeeding Coalition.

In March of this year, Ellen joined the Central Jersey Family Health Consortium, under a grant from the New Jersey Department of Health, to become the New Jersey State Breastfeeding Coordinator. In that role, Ellen coordinates policy and oversees implementation of the [2022-2027 New Jersey Breastfeeding Strategic Plan](#), which she co-authored. The goal of the plan is to create a statewide environment that supports and normalizes breastfeeding so that all NJ families can meet their lactation goals.