



*The Jersey Shore Association for Human Resources is a SHRM affiliated chapter*



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## **BOTH SIDES NOW:**

### **Transgender Issues in the Workplace -Employer and Employee Perspectives**

During this informative and interactive presentation, participants will get an overview and a practical guide to develop and implement trans-friendly workplace policies and practices, including such topics as confidentiality, documentation, gender-appropriate restroom access, and more. Robyn Gigl, Esq., will share insights about how employees and management can work together to achieve trans-competency and inclusion in their organizations and how to address employee relations issues effectively. **Gigl will also share her own personal story and relate the experiences and issues she faced as a trans woman in the workplace.**

**Q & A – Be prepared to ask questions at our February meeting, a “safe space” where politically incorrect questions and personal questions are permitted and encouraged.**

#### **Participants will**

- 1. Learn the basic cultural competency on what it means to be a transgender person**
- 2. Get an overview of current laws involving gender identity or expression**
- 3. Receive practical advice about creating and implementing transgender friendly policies in the workplace**

#### **About the Speaker: Robyn B. Gigl, Esq.**

Robyn has been practicing law for more than 35 years. Her practice involves handling complex litigation, including employment law and commercial litigation. She routinely advises corporations on all aspects of their employment practices. Robyn is a transgender woman who transitioned while she was the managing partner of her former law firm.

She is the Immediate past chairwoman of the New Jersey State Bar Association’s LGBT Rights Section and was recently appointed by the New Jersey Supreme Court to the Court’s Committee on Minority Concerns. She also serves on the board of directors of Garden State Equality and the Transgender Legal Defense and Education Fund.

Robyn lectures frequently about LGBT issues; and, in particular, on transgender issues in the workplace and schools. Her candor and humor helps put a human face on these issues, with the goal of assisting and educating employers and organizations to the challenges faced by their LGBT employees, staff, and students.

**Date: Thursday, February 11, 2016**  
7:45 a.m. Networking and Breakfast  
9:00 – 10:30 a.m. Program  
**Jumping Brook Country Club**  
**210 Jumping Brook Road, Neptune N.J.**  
**[www.jumpingbrookcc.com](http://www.jumpingbrookcc.com)**

**R.S.V.P. by 4:00 p.m. on**  
**Friday, February 5, 2016**  
online at <http://jsahr.shrm.org/events>  
or email at [jsahr.shrm@gmail.com](mailto:jsahr.shrm@gmail.com)  
or call JSAHR at 732-701-7155

**Registration Fees (includes breakfast)**  
\$30 for JSAHR members  
\$40 for non-members  
\$25 for In-Transition & JSAHR guests  
\$10 for students with valid ID  
\$10 additional fee for walk-ins  
**“No shows” will be billed**

**Special Notice**  
*This program is pending*  
*1.5 HRCI re-certification credit.&*  
*1.5 SHRM recertification credit.*

*JSAHR is recognized by SHRM to offer*  
*Professional Development Credits (PDCs)*  
*for the SHRM-CP or SHRM-SCP.*