



The Law Against Discrimination (LAD) Prohibits Discrimination and Harassment in Employment Based on Actual or Perceived

- Race or color
- Religion or creed
- Disability
- Age
- Sex
- Gender identity or expression
- Liability for military service
- Sexual orientation

- National origin, nationality, or ancestry
- Pregnancy or breastfeeding
- Marital or domestic partnership or civil union status
- Atypical cellular or blood trait, genetic information
including the refusal to submit to genetic testing

The law means people cannot be treated differently, harassed, or otherwise discriminated against at work based on their membership in a protected class

The law applies to all employers (including labor unions, apprenticeship and training programs, and employment agencies) and in all aspects of employment, including but not limited to:

- Recruitment and job postings
- Interviews and hiring decisions
- Promotion or transfer
- Termination or demotion
- Compensation, including salary and benefits
- All terms, conditions, or privileges of employment
- Membership in a union

Remedies may include money damages, an order to stop discrimination or harassment, adoption of new policies and procedures, attorney's fees, and more.

If you believe you have experienced discrimination, contact the **Division on Civil Rights**



1-833-NJDCR4U
(Relay Service)
711

NJCivilRights.gov
#CivilRightsNJ



**DIVISION ON
NJ CIVIL RIGHTS**
@CivilRightsNJ #CivilRightsNJ #StopTheHate

No one can retaliate against you for reporting LAD violations, filing a discrimination complaint, or exercising other rights under the LAD

All employers, employment agencies, and labor organizations shall display this official poster in places easily visible to all employees and applicants for employment. N.J.A.C. 12:8-1.2.

DISCRIMINATION IN PUBLIC ACCOMMODATION

The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment in places of public accommodation based on actual or perceived

- Race or color
- Gender identity or expression
- Pregnancy or breastfeeding
- Religion or creed
- Liability for military service
- Marital or domestic partnership or civil union status
- Disability
- National origin, nationality, or ancestry
- Sex • Sexual orientation

The law means people cannot be treated differently, harassed, or otherwise discriminated against in a place of public accommodation based on their membership in a protected class

A place of public accommodation is generally any place that is open to the public, including but not limited to:

- School, colleges, and universities • Summer camps • hotel & motels
- Medical providers, hospitals, doctor's offices, and pharmacies
- Government offices and agencies, including police departments
- Stores and businesses, including restaurants

Remedies may include money damages, an order to stop discrimination or harassment, adoption of new policies and procedures, attorney's fees, and more.

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All places of public accommodation who are covered by the Law Against Discrimination shall display this official poster in places easily visible to all persons seeking or using the accommodations. N.J.A.C. 13:8-1.4.