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This PDF update is sized to fit over the existing notice on your poster. Print the PDF (for best results, choose "No scaling" or "Actual size" on your printer's settings). Simply cut it out following the dotted lines and then fit the updated poster over the existing notice with your choice of application. Posting this update now will guarantee your compliance with the most up-to-date labor laws.

If you have questions about this update or any other update, please contact us at [ecompliance@laborlawcenter.com](mailto:ecompliance@laborlawcenter.com) or call 1-800-745-9970.

**Thank you for choosing the e-Compliance™ Plan to guarantee your compliance!**

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## NEW JERSEY LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

### 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 posting • 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** | **NJCivilRights.gov**  
711 (Relay Service) | #CivilRightsNJ



**NJ DIVISION ON 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.*