



# 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 violating the Act, 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**

711 (Relay Service)

**NJCivilRights.gov**

#CivilRightsNJ



No one can retaliate against you for attempting to take or taking NJFLA leave, reporting NJFLA violations, or exercising other rights under the NJFLA.

All entities subject of the New Jersey Family Leave Act N.J.S.A. 34:118-1 et seq, shall display this official poster in places easily visible to all employees and applicants for employment.