

## EMPLOYMENT & LABOR LAW UPDATE

A publication of Saiber LLC's Employment & Labor Law Group  
 DanaLynn T. Colao and Paola C. Hemsley, Editors

### OFTEN OVERLOOKED POSTERS

Many employers often neglect to display the New Jersey Anti-Discrimination Posters that are required by the New Jersey Division of Civil Rights. To avoid potential legal action and fines, it is important that you have and properly display the following:

#### OFFICIAL EMPLOYMENT POSTER OF THE DIVISION OF CIVIL RIGHTS

New Jersey regulations require that "all labor organizations, employment agencies and employers of employees covered by the New Jersey Law Against Discrimination" display this poster "in places easily visible to all employees and applicants for employment."

#### OFFICIAL PUBLIC ACCOMMODATION POSTER OF THE DIVISION OF CIVIL RIGHTS

New Jersey regulations require that "all places of public accommodation" display this poster "in places easily visible to all persons seeking or using the accommodations."

#### OFFICIAL HOUSING POSTER OF THE DIVISION OF CIVIL RIGHTS

New Jersey regulations require that "all real estate brokers and all persons who engage in the business of selling or renting their own real property" display this poster "in places easily visible to all prospective tenants and purchasers."

**New Jersey Law Prohibits Discrimination in Employment**

**ON THE BASIS OF:** Race, Creed, Color, National Origin, Age, Ancestry, Nationality, Marital or Domestic Partnership, or Civil Union Status, Sex, Gender Identity or Expression, Disability, Liability for Military Service, Attraction or Sexual Orientation, Physical Cakula or Blood Trait, Genetic Information (except for health care or genetic testing), Results or Status and Local Government Employees, Employment Agencies or Labor Unions.

**BY:** Hiring, Promotion, Transfer, Demotion, Termination, Salary, Benefits, Other Privileges, Conditions or Terms of Employment, Layoff, Reassignment, Apprenticeship and Training Programs, Job Referrals, or Union Membership.

**OR:** In Retaliation for Filing a Complaint, Participating in Any Proceeding or for Opposing Any Acts Prohibited under the New Jersey Law Against Discrimination.

**REMEDY MAY INCLUDE:** An Order Restoring Unlawful Discrimination, Back Pay, Damages for Pain and Humiliation (up to \$100,000 in total), Unlawful Discrimination, Punitive Damages, and Attorney's Fees.

It is also unlawful to punish employment collaborators who cooperate against persons in violation of the New Jersey Law Against Discrimination, N.J.A.C. 15:27 et seq.

**Violations Should be Reported to the Nearest Office of the NJ Division on Civil Rights or Call Toll Free at 866-405-3050**

<b>Albany City</b> 200 West Broadway, 7 <sup>th</sup> Floor Albany, NY 12202 (518) 487-2100 (Phone)	<b>Camden</b> 1000 Market Street, 8 <sup>th</sup> Floor Camden, NJ 08102 (609) 392-3000 (Phone)
<b>Hempstead</b> 11100 Route 1, 2 <sup>nd</sup> Floor Hempstead, NY 11552 (516) 488-2100 (Phone)	<b>Trenton</b> 1600 North Street, 9 <sup>th</sup> Floor Trenton, NJ 08646 (609) 292-8400 (Phone)

**www.NJCivilRights.gov**

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**CIVIL RIGHTS**

**New Jersey Law Prohibits Discrimination in places of Public Accommodation**

**ON THE BASIS OF:** Race, Creed, Color, National Origin, Ancestry, Nationality, Marital or Domestic Partnership, or Civil Union Status, Sex, Gender Identity or Expression, Attraction or Sexual Orientation, or Disability.

**BY:** A Proprietor, Manager, Clerk, Superintendent, Lessee, Agent or Employee.

**WITH RESPECT TO:** The Services, Facilities, Privileges, or Accommodations Provided by Public Accommodations (but not including hospitals, health care facilities, offices or libraries). Public Accommodations include, but are not limited to, schools, government buildings, courts, restaurants, taverns, hotels, clubs, gyms/spas, theaters and hospitals.

**REMEDY MAY INCLUDE:** An Order Restoring Unlawful Discrimination, Restitution for Financial Loss, Damages for Pain and Humiliation (up to \$100,000 in total), Unlawful Discrimination, Punitive Damages, and Attorney's Fees.

It is also unlawful to punish employment collaborators who cooperate against persons in violation of the New Jersey Law Against Discrimination, N.J.A.C. 15:27 et seq.

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**New Jersey Law Prohibits Discrimination in Housing**

**ON THE BASIS OF:** Race, Creed, Color, National Origin, Ancestry, Nationality, Marital or Domestic Partnership, or Civil Union Status, Sex, Gender Identity or Expression, Attraction or Sexual Orientation, Physical Cakula or Blood Trait, Genetic Information (except for health care or genetic testing), Results or Status and Local Government Employees, Employment Agencies or Labor Unions.

**BY:** All persons including Real Estate Agents or Brokers, Financial Institutions, Property Owners, Landlords, or Building Superintendents, and Their Agents and Employees.

**WITH RESPECT TO:** The Sale, Rental or Lease of Real Property, Listing or Advertising of Real Property, Occupancy or Possession of Real Property or Real Estate Property, Application and Terms of a Mortgage or Other Loan.

**REMEDY MAY INCLUDE:** An Order Restoring Unlawful Discrimination, Restitution for Financial Loss, Damages for Pain and Humiliation (up to \$100,000 in total), Unlawful Discrimination, Punitive Damages, and Attorney's Fees.

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These posters are often not included by companies that sell other employment-related posters. For more information regarding these requirements, including the proper display of these posters, and/or to discuss any other employment related matters, please contact DanaLynn Colao or Paola Hemsley.

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### **SAIBER LLC'S EMPLOYMENT LAW PRACTICE GROUP**

The Firm's Employment Law Practice Group counsels and defends companies, both large and small, in all employment law matters, including discrimination claims, unfair competition cases and compensation disputes, before state and federal courts, administrative agencies and arbitration panels.

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The information provided in this alert is for general information purposes only. The information provided is not personalized legal advice. The views offered in this alert may not be suitable for everyone. The reader should review the information provided herein in light of his or her own particular situation and with the advice of his or her own legal counsel.

**DanaLynn T. Colao, Esq.**  
dcolao@saiber.com

**Paola C. Hemsley, Esq.**  
phemsley@saiber.com

**Saiber LLC**  
**18 Columbia Turnpike, Suite 200**  
**Florham Park, NJ 07932**  
**P 973-622-3333**  
**www.saiber.com**