

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 that Carries Information (Grouped) Involvement in Organized Activity, Results of Tests 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 Relocation, or Union Membership

OR: as Retaliation for Filing a Complaint, Participating or Testifying 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), Civil Penalties, Punitive Damages, and Attorney's Fees

It is also unlawful to punish employment jobseekers who discriminate 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

Albany City 200 West Broadway, 7 th Floor Albany, NY 12202 (518) 487-3100 (Phone)	Camden 1000 Market Street, 8 th Floor Camden, NJ 08102 (856) 914-3000 (Phone)
 Newark 110 Canal Street, 8 th Floor Newark, NJ 07102 (973) 588-3100 (Phone)	Trenton 160 East State Street, 8 th Floor Trenton, NJ 08646 (609) 292-8400 (Phone)

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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 (as defined in the statute), including, but not limited to, offices or other places of business, 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), Civil Penalties, Punitive Damages, and Attorney's Fees

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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 that Carries Information (Grouped) Involvement in Organized Activity, Results of Tests 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), Civil Penalties, Punitive Damages, and Attorney's Fees

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

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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.

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.

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.

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