

Racial Discrimination - Your Rights

What does New Jersey law say about Racial Discrimination?

You may not be discriminated against because of your race, color or national origin in employment, places of public accommodation, and housing.

It is against the law for an employer, a place of public accommodation, or a provider of housing to treat you differently or harass you because of your race, color, or national origin:

At Work:

You have the right to apply for and be fairly considered for any job, apprenticeship or traineeship no matter what your race, color, and no matter what country you come from. You may not be discriminated against:

- When you apply for a job.
- During the course of your employment
- When being terminated.

Labor Unions may not discriminate on the basis of a person's race, color or national origin in admission, training programs or any other union benefit.

It is against the law for any employers and/or employment agencies to print, publish, or circulate any advertisement specifying a preference based on a person's race, color or national origin regarding:

- Employment opportunities
- Job openings
- Union membership
- Apprenticeship programs
- Job training programs

Any such action is a violation of the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq.

In Public Accommodation:

It is against the law to discriminate on the basis of a person's race, color or national origin when providing any public accommodation, benefit or privilege in any place where an invitation is extended to the general public, such as:

- Hotels
- Day Camps
- Restaurants
- Public Transportation
- Places of Entertainment
- Banks
- Professional Offices
- State and Local Government Offices
- Shops

You have the right to get most goods and services in the same way as everyone else. You cannot be:

- refused service because of your race, color or national origin.
- turned away because of your race, color or national origin.
- harassed because of your race, color, or national origin.
- asked to pay more or to meet more difficult requirements or standards than other people seeking the same accommodation because of your race, color or national origin.

In Housing:

It is against the law for any owner, real estate broker, salesperson, or his/her employees to:

- refuse to sell, rent, lease or offer for sale, rental, or lease any property to any person or group of persons, or refuse to negotiate for the sale, rental, lease, or sublease of any property because of a person's race, color or national origin.
- discriminate against any person because of a person's race, color or national origin in the terms, conditions or privileges of sale, rental, lease, or sublease, or in the furnishing of facilities or services that accompany the property.

- advertise or use in any application for the purchase, rental, lease, or sublease of any property or to make an inquiry which expresses any limitation, specification or discrimination as to race, color or national origin.

It is also against the law:

- for any person, bank, banking organization, mortgage company, insurance company, or any other financial institution (where you apply for any loan or credit extension for the purchase, construction or improvement of any property) to discriminate against you because of your race, color or national origin. Such financial institutions may not discriminate against you when granting, withholding, extending, modifying, or renewing loans, credit or financial assistance nor act in a discriminatory way during the application process.
- for real estate brokers, salespersons, or their employees to indicate when trying to sell you property that a neighborhood has changed with respect to race, color or national origin. Furthermore, the salesperson cannot indicate that this change will or may result in undesirable consequences, including lower property values, increase in crime and anti-social behavior or a decline in the quality of schools or other public facilities.
- for newspapers published in the State of New Jersey to publish any advertisement which expresses any limitation specification, or discrimination in the sale, rental or lease of property.

Steps You May Take:

Read carefully through this factsheet to determine whether what has happened to you seems to be against the law. If you are unsure, call or visit us to make certain of your rights.

If this does not work or is not appropriate, and you have been treated unlawfully within the last 180 days (6 months), phone or visit us at the Division on Civil Rights Regional Office closest to where you live or where the discrimination occurred. Our services are free and our addresses and phone numbers are at the end of this factsheet.

The Division has the legal power to investigate your complaint. If the law was violated, we also have the legal power to conciliate it. This means that we will first try to help you and the person or organization you are complaining about reach a settlement. Conciliation will depend upon the circumstances of your case. Conciliation could result in, among other things, financial compensation, consideration for a job, receiving services, obtaining housing, and the like.

If your complaint is not conciliated, you may go to a hearing before the New Jersey Office of Administrative Law—a proceeding which provides a recommendation to the Director of the Division on Civil Rights. The Director then issues a final order which must be followed, unless it is successfully appealed to the Appellate Division of the Superior Court of New Jersey.

Alternatively, if you do not want the Division to handle your complaint you may file a lawsuit in state court or file a claim with the Federal Equal Employment Opportunity Commission if you have been discriminated against in employment. If you wish to discuss your situation, contact the regional office closest to where you work or live for further information.

Remember, it is also against the law for anyone to take retaliatory action against you because you have complained.

The Division on Civil Rights is responsible for enforcing the New Jersey Law Against Discrimination. To complain of racial discrimination, contact the nearest division field office:

For More Information

The Department of Law & Public Safety, through its Division on Civil Rights, is responsible for enforcing the law. To file a complaint, contact or visit the office nearest you:

Atlantic City Satellite Office:

26 Pennsylvania Avenue, Atlantic City, NJ 08401
Phone: (609) 441-3100
 Fax: (609) 441-3578

Camden Regional Office:

One Port Center, 4th Floor, Suite 402
 2 Riverside Drive, Camden, NJ 08103
Phone: (856) 614-2550
 Fax: (856) 614-2568
 TDD# (609) 757-2958

Newark Regional Office:

31 Clinton Street, Newark, NJ 07102
Phone: (973) 648-2700
 Fax: (973) 648-4405 / (973) 648-7582
 TDD# (973) 648-4678

Paterson Regional Office:

100 Hamilton Plaza, Paterson, NJ 07501
Phone: (973) 977-4500
 Fax: (973) 977-4511
 TDD# (973) 977-1955

Trenton Regional Office:

140 East Front Street / P.O. Box 090
 Trenton, NJ 08625-0090
Phone: (609) 292-4605
 Fax: (609) 984-3812
 TDD# (609) 292-1785

Visit our web site at www.NJCivilRights.org