

# FACT SHEET

## Marital & Civil Union Status Discrimination: Your Rights Under the New Jersey Law Against Discrimination

### What Does New Jersey Law Say about Discriminating Against People Because of Their Marital or Civil Union Status?

Under the New Jersey Law Against Discrimination it is generally against the law to treat you differently or harass you because of your particular marital or civil union status - that is, because you are:

- Single
- Married
- Separated
- Divorced
- Widowed
- A Partner in a Civil Union as recognized under NJ Law
- A Partner in a Domestic Partnership as recognized under NJ Law

### What Are My Rights?

It is against the law for someone to discriminate against you because of your marital or civil union status:

- In employment (e.g. failure to hire, discharge, promotion)
- When you try to buy or receive goods or services
- When you try to rent or buy housing or real estate
- When you apply to or are studying in most schools or colleges
- When you try to join an organization that is open to the general public
- When you try to use facilities offered to the general public

### What Can I Do If I'm Treated Differently or Harassed Because of My Marital or Civil Union Status?

If you believe that you have been the victim of unlawful discrimination, please visit or phone us at the Division on Civil Rights office closest to where you live or where the discrimination occurred. Our addresses and phone numbers are at the end of this fact sheet. Our services are free.

When you come to us, an initial evaluation will determine if your claim is covered under the law. If it is, the Division will then conduct an investigation into your allegations. If the investigation shows enough evidence to support your complaint, and your complaint cannot be settled, a hearing will be held in the Office of Administrative Law.

The Division is only able to investigate your complaint if it is filed within 180 days of the last act of alleged discrimination.

You may also have the right to file a lawsuit in state court, with or without the assistance of an attorney, and try your case in the New Jersey Superior Court. A Superior Court action must be filed within two years from the act of discrimination.

It's against the law for anyone to retaliate against you because you've complained to us.

For more information, contact the office nearest your work or home or visit us at our Web site at [www.NJCivilRights.org](http://www.NJCivilRights.org).

## Contact Information

### Atlantic City Office:

26 Pennsylvania Avenue, 3<sup>rd</sup> Floor  
Atlantic City, NJ 08401

<b>(609) 441-3100</b>	<b>(Phone)</b>
(609) 441-3578	(Fax)
(609) 441-7648	(TTY)

### Camden Office:

One Port Center  
2 Riverside Drive, Suite 402, 4th Floor  
Camden, NJ 08103

<b>(856) 614-2550</b>	<b>(Phone)</b>
(856) 614-2568	(Fax)
(856) 614-2574	(TTY)

### Newark Office:

31 Clinton Street, 3<sup>rd</sup> Floor / P.O. Box 46001  
Newark, NJ 07102

<b>(973) 648-2700</b>	<b>(Phone)</b>
(973) 648-4405	(Fax)
(973) 648-4678	(TTY)

### Paterson Office:

100 Hamilton Plaza, 8<sup>th</sup> Floor  
Paterson, NJ 07501

<b>(973) 977-4500</b>	<b>(Phone)</b>
(973) 977-4511	(Fax)
(973) 977-1955	(TTY)

### Trenton Office:

140 East Front Street, 6<sup>th</sup> Floor / P.O. Box 090  
Trenton, NJ 08625-0090

<b>(609) 292-4605</b>	<b>(Phone)</b>
(609) 984-3812	(Fax)
(609) 292-1785	(TTY)

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