



5 Things You Should Know About the New Jersey Law Against Discrimination's Protections for Members of the Armed Forces

- 1 The New Jersey Law Against Discrimination (LAD) generally protects those with “liability for service” in the “Armed Forces of the United States” from discrimination.** This means you cannot be treated differently by employers, housing providers, or places of public accommodation because you are a member of the National Guard or reserves or may otherwise be ordered into active service in the future.
- 2 Employers cannot refuse to hire or decline to promote you simply because you may be called to duty at some point in the future.** Nor may they deny you a leave of absence due to a military commitment if they regularly grant leaves of absence for other reasons.
- 3 You also may not be denied housing because of liability for service in the armed forces.** And if you rent, your lease must be on the same terms as everyone else: Landlords cannot charge you more upfront or require a higher security deposit because you may be called to duty at some point.
- 4 Places of public accommodation (generally, places open to the public, including businesses, schools, restaurants, and government buildings) cannot discriminate against you either.** For example, a college, university, or vocational school cannot deny you admission, or otherwise discriminate against you, because you might be called to duty in the future.
- 5 An employer, landlord, or place of public accommodation cannot retaliate against you** for reporting a violation of the above requirements or for exercising or attempting to exercise any other rights under the LAD.

To find out more or to file a complaint, go to NJCivilRights.gov or call **973-648-2700**



NJ Office of the Attorney General
NJCivilRights.gov

DIVISION ON
CIVIL RIGHTS

07/16/20