

NEW JERSEY DIVISION ON CIVIL RIGHTS
DEPARTMENT OF LAW AND PUBLIC SAFETY

52 West State Street
Trenton, New Jersey

1100 Raymond Boulevard
Newark 2, New Jersey

Purposes and Scope
By George S. Pfaus, Director

The broad mission of the Division on Civil Rights, in the New Jersey Department of Law and Public Safety, is to prevent and eliminate all forms of racial, religious, and ethnic discrimination in employment, public and private housing, and public accommodations throughout the State.

The Division carries out its mission through a two-pronged program of compliance and education. In its compliance activities the Division fully and expeditiously enforces the New Jersey Law Against Discrimination which bans discriminatory practices in the hiring, upgrading, or referral of employees; in the selling or rental of certain homes and apartments or any other real estate; in union membership and apprentice training programs, and in admission to both private and public schools and other public accommodations such as, but not limited to, motels and hotels, swimming pools, meeting halls, public beaches, hospitals and clinics, restaurants and public libraries. The law also bars discrimination in employment because of age or liability for military service.

In education, in the broadest sense of active persuasion and conciliation, the Division tries to strengthen and expand civil rights through programs designed to eliminate the causes as well as the effects of prejudice, discrimination, and inter-group tension. Efforts are also made to encourage the fullest possible economic and social contribution of minorities to the community through local, State, and federal machinery. And, finally, a broad public educational program on civil rights and civil responsibilities is directed to both the majority and minority communities in the State.

Organization

The Director of the Division in consultation with the Attorney General, and in cooperation with the advisory Civil Rights Commission, formulates Division policies and directs Division compliance and educational programs.

Three Supervisors, one in Compliance, Education, and Housing, are directly responsible to the Director for the specific enforcement of the law, and the implementation of educational programs. The Supervisors also counsel the Director in the formulation of policy.

Immediately responsible to the Supervisors are a staff of professional field representatives who carry out investigations and educational work.

The Compliance Section receives, investigates, conciliates, or carries to a public hearing formal discrimination complaints, and attempts to obtain the civil right in question by conciliatory agreement, division order, or, if necessary, by court action. The Compliance Section also follows up compliance with division orders, suggests areas for investigation where no formal complaint has been made, and recommends areas for additional legislation.

The Education Section of the Division propagates knowledge of Division activities to the community as a whole and attempts to clarify the requirements of the law, and the social, moral, and economic consequences of fair employment practices, open occupancy programs, and equal access to public accommodations. These activities are accomplished through personal contact, publication of pamphlets, speeches and meetings, press releases, exhibits, film shows, and the fullest use of all available public media.

The Education Section also encourages the private community and local government to form Fair Practice Groups and Municipal Civil Rights Commissions to help carry out Division goals at the grass-roots level.

The Division is ready at all times to assist individuals, groups, or institutions by providing civil rights literature, qualified speakers, educational exhibits, and guidance and advice. Inquiries should be directed to either of the Division offices: 52 West State Street, Trenton, EXport 2-2131, ext. 8311; or, 1100 Raymond Boulevard, Newark, Market 4-1414, ext. 1.

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