

CHAPTER 8

**DISPLAY OF OFFICIAL POSTERS OF THE
DIVISION ON CIVIL RIGHTS**

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SUBCHAPTER 1. GENERAL PROVISIONS

13:8-1.1 Definitions

The definitions set forth in N.J.S.A. 10:5-1 shall obtain to this Chapter.

13:8-1.2 Display of employment poster

All labor organizations, employment agencies and employers of employees covered by the Law Against Discrimination (N.J.S.A. 10:5-1, et seq.) shall display the official employment poster of the Division in places easily visible to all employees and applicants for employment.

Cross References

See Section 2.1 (Employment poster) of this Chapter as to the appearance of the poster.

13:8-1.3 Display of housing poster

(a) All real estate brokers and all persons who engage in the business of selling or renting their own real property shall display the official housing poster of the Division in places easily visible to all prospective tenants and purchasers.

(b) For the purpose of this Section, a person is not engaged in the business of selling real property solely because he sells or attempts to negotiate the sale of his own residence.

Cross References

See Section 2.2 (Housing poster) of this Chapter as to the appearance of the poster.

13:8-1.4 Display of public accommodation poster

All places of public accommodation shall display the official public accommodation poster of the Division in places easily visible to all persons seeking or using the accommodations.

Cross References

See Section 2.3 (Public accommodation poster) of this Chapter as to the appearance of the poster.

Case Notes

Minister's First Amendment claims challenging constitutionality of provision authorizing promulgation of regulations requiring employers and providers of public accommodations to post public notices stating that discrimination based upon "affectational or sexual orientation" is illegal was not ripe for adjudication; state had not promulgated such regulation. *Presbytery of New Jersey of the Orthodox Presbyterian Church v. Florio*, D.N.J.1995, 902 F.Supp. 492.

13:8-1.5 Violation

Failure to comply with this Chapter shall constitute a violation of N.J.S.A. 10:5-12(j).

SUBCHAPTER 2. POSTER FORMS

13:8-2.1 Employment poster

TO BE POSTED IN A CONSPICUOUS PLACE

STATE OF NEW JERSEY



DEPARTMENT OF LAW & PUBLIC SAFETY

DIVISION ON CIVIL RIGHTS

NEW JERSEY LAW GUARANTEES EQUAL EMPLOYMENT OPPORTUNITY

"All persons shall have the opportunity to obtain employment without discrimination because of race, creed, color, national origin, ancestry or age, subject only to the conditions and limitations applicable alike to all persons."

THIS OPPORTUNITY IS RECOGNIZED AND DECLARED TO BE A CIVIL RIGHT

N.J.S.A. 10:5-1 et seq. and 10:2-1 et seq.

- **A QUALIFIED PERSON** can not be denied employment because of race, color, religion, place of birth, age, ancestry, or liability for military service.
- **EMPLOYERS** can not discriminate in employment interviews, hiring, upgrading, setting working conditions or discharging.
- **LABOR ORGANIZATIONS** can not deny membership to qualified persons or discriminate in apprentice training programs.
- **EMPLOYMENT AGENCIES** can not discriminate in job referrals, ask pre-employment questions or circulate information which limits employment because of race, color, religion, ancestry, place of birth, age or liability for military service.
- **NEWSPAPERS** can not publish discriminatory employment advertisements.

If you have experienced discrimination report it immediately to one of the offices listed below.

Reprisals can not be taken against you for making a complaint. Continued willful violation of the law may result in a fine, imprisonment, or both.

FOR ADDITIONAL INFORMATION CONTACT

THE NEW JERSEY DIVISION ON CIVIL RIGHTS

DEPARTMENT OF LAW AND PUBLIC SAFETY

TRENTON OFFICE
436 East State Street
Trenton, New Jersey 08608
Tel. 609-292-4605

CAMDEN OFFICE
530 Cooper Street
Camden, N. J. 08102
Tel. 609-964-0011

PATERSON OFFICE
195 Broadway
Paterson, N. J.
Tel. 201-345-1465

NEWARK OFFICE
1101 Raymond Boulevard
Newark, New Jersey 07102
Tel. 201-648-2700

13:8-2.2 Housing poster

DISCRIMINATION

**because of race, creed,
color or national origin**

IS ILLEGAL

**in the rental, leasing or
sale of real property**

VIOLATIONS SHOULD BE REPORTED IMMEDIATELY

to the

Department of Law and Public Safety

NEW JERSEY DIVISION ON CIVIL RIGHTS

TRENTON OFFICE
436 East State Street
Trenton, New Jersey 08608
Tel. 609-292-4607

NEWARK OFFICE
1100 Raymond Boulevard
Newark, New Jersey 07102
Tel. 201-648-2700

CAMDEN OFFICE
530 Cooper Street
Camden, N. J. 08102
(609)-964-0011

PATERSON OFFICE
195 Broadway
Paterson, N. J.
(201)-345-1465

TO BE POSTED IN A CONSPICUOUS PLACE
(Reference: N.J.S.A. 10:2-1 et seq.)

13:8-2.3 Public accommodation poster



Notice

THIS IS A
"PLACE OF PUBLIC ACCOMMODATION"

THIS ESTABLISHMENT, under New Jersey Law N. J. S. A., 10:5-12f is A PLACE OF PUBLIC ACCOMMODATION and will extend its services and facilities to all persons, regardless of race, creed, color, national origin, ancestry, marital status or sex.

George F. Hughes Jr.
ATTORNEY GENERAL OF NEW JERSEY

James H. Blaw
DIRECTOR, DIVISION ON CIVIL RIGHTS

Posting Authority: N.J.S.A. 10:5-8g

Rules on back of poster

The official public accommodation poster of the Division on Civil Rights is to be posted in such a manner as to be easily visible to all patrons of your establishment. The placement of the poster, as described above, is required under the "Rules and Regulations Governing the Display of Official Posters of the Division on Civil Rights," promulgated by Attorney General Arthur J. Sills and filed with the New Jersey Secretary of State, January 17, 1967. Sections 5 and 6 of said rules state:

"5. All places of public accommodation shall display the official public accommodation poster of the Division; a copy of which is attached, in places easily visible to all persons seeking or using the accommodation.

"6. Failure to comply with these rules and regulations shall constitute a violation of N.J.S.A. 10:5-12j." (formerly Section 18:25-12j—renumbered in 1968.)

Additional copies of this poster may be obtained from:

Main Office:	1100 Raymond Boulevard Newark, New Jersey (07102) Telephone—(201) 648-2700
Trenton Office:	436 East State Street Trenton, New Jersey (08608) Telephone—(609) 292-4605
Camden Office:	530 Cooper Street Camden, New Jersey (08102) Telephone—(609) 964-0011
Paterson Office:	195 Broadway Paterson, New Jersey Telephone—(201) 345-1465