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Retaliation Protections



Retaliation occurs when an employer penalizes an employee for asserting their workplace rights. To assert your rights, it can be as simple as privately speaking with human resources about how you are being treated, or it can be as strong as filing a complaint in court against your employer. You have a right to **learn** about your rights, to **question** how those rights are applied to you, to **report** violations of those rights, and to **demand** those rights **without interference** from your employer in asserting those rights.

What forms can retaliation take?

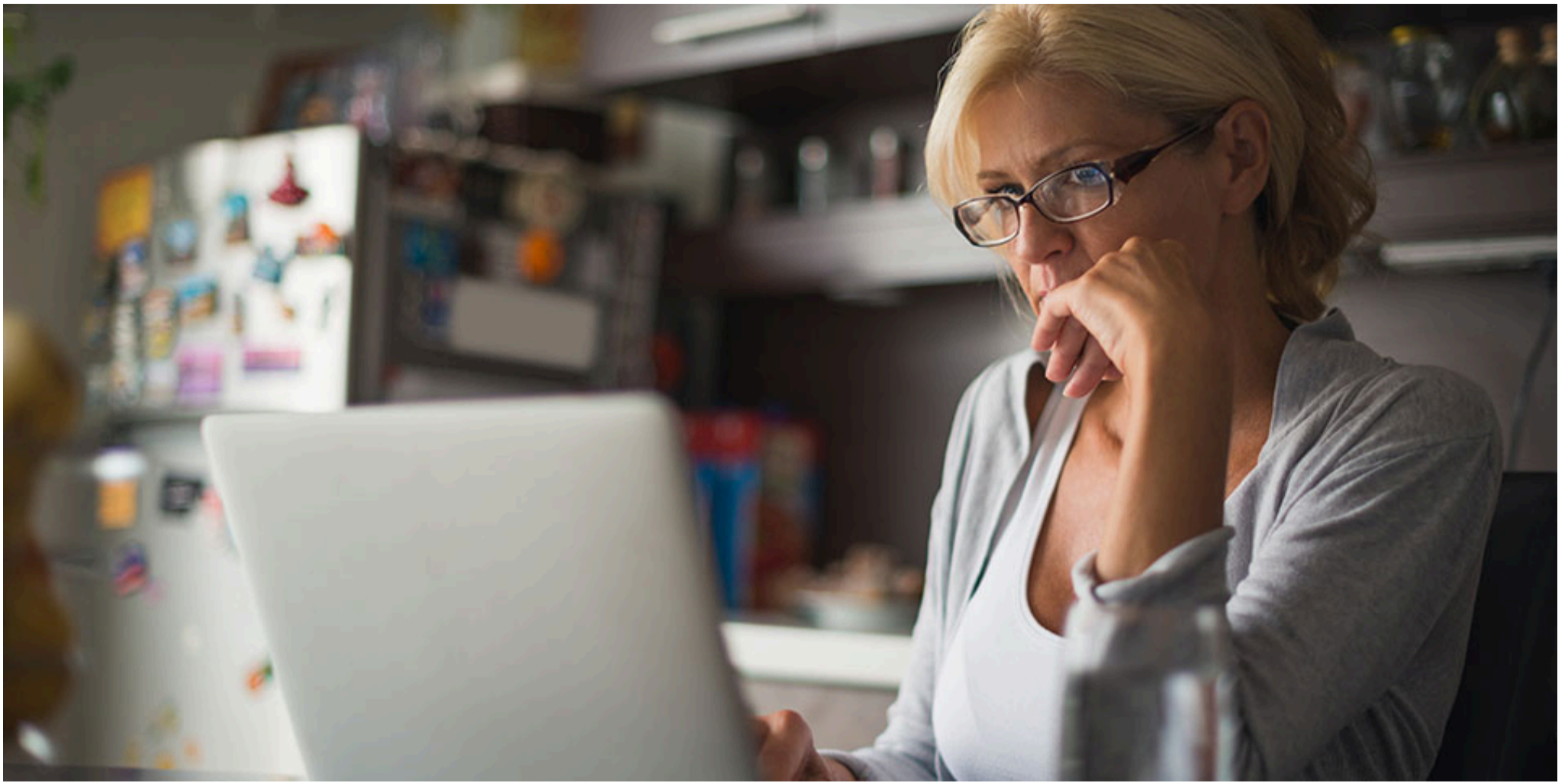
How am I protected in my workplace from retaliation?

What state law protects me from discrimination?

The New Jersey Law Against Discrimination (LAD), enforced by the New Jersey Division on Civil Rights (DCR), protects you from discrimination and harassment based on actual or perceived race, national origin, religion, disability, and other protected characteristics in employment. Under the LAD, an employer cannot discriminate against you because of a protected characteristic and must take reasonable steps to stop harassment if they knew or should have known about it, regardless of whether the harasser is a coworker or supervisor.

What should I do if I am being retaliated against?

Is my personal information protected if I file a complaint or am a witness in a case?



How to report retaliation

If you believe you have been retaliated against and would like to file a complaint or seek further information you can contact the Department at:

NJ Division of Wage & Hour Compliance
PO Box 389
Trenton, NJ 08625-0389
(609) 292-2305
wage.hour@dol.nj.gov

You can also file a wage and hour complaint:

- [Online through our secure system](#)
- [By mail or fax](#)

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Department of Labor

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