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COVID-19 Resources



Sundeep Iyer, Director



Civil Rights and COVID-19: Frequently Asked Questions

Learn more about your rights and protections against discrimination and bias-based harassment related to the COVID-19 pandemic. To find out more about how to file a complaint, [click here](#).

Employment



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5. Can my employer send me home from work if I have symptoms of COVID-19? >

6. Is COVID-19 a disability under the LAD? >

7. I have COVID-19. What reasonable accommodations can I ask for from my employer under the LAD? >

8. I have an underlying health condition that puts me at increased risk of severe illness from COVID-19. What reasonable accommodations can I ask for from my employer under the LAD? >

9. I am teleworking and have a disability that is not related to COVID-19. Am I still entitled to a reasonable accommodation? >

10. I have been placed in isolation or quarantine. Can I be fired? >

11. Can I be required to wear personal protective equipment, such as masks and gloves, at work? >

12. My employer is not providing me with personal protective equipment, such as masks and gloves, but I think I need them to protect myself from contracting COVID-19 at work. What should I do? >

13. I believe that my job duties can be performed via telework, but my employer is requiring me to report to work instead of allowing me to work remotely. What should I do? >

14. My employer is requiring me to get a vaccine before returning to work, but I have a disability that does not allow me to get vaccinated. Does the LAD offer me any protection? >

15. My employer is requiring me to get a vaccine before returning to work, but my doctor says I shouldn't get the vaccine while I am pregnant or breastfeeding. Does the LAD offer me any protection? >

16. My employer is requiring me to get a vaccine before returning to work, but my religious beliefs do not allow me to get vaccinated. Does the LAD offer me any protection? >



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20. How does the LAD apply to COVID-19-related rental or mortgage relief? >

Public Accommodations

21. What are the LAD's protections related to COVID-19 in places of public accommodation, including schools? >

22. What are the LAD's protections related to medical facilities and COVID-19? >

23. Does the LAD prohibit stores from designating certain hours as limited to shoppers over a specific age? >

24. Can I be required to wear masks or face coverings in a store or other establishment open to the public? >

25. I applied for a PPP loan but believe I was treated differently because of my race or gender. Could that violate the LAD? >

26. I have COVID-19 but need to obtain groceries or pharmaceuticals. What are my rights under the LAD? >

Retaliation

27. I would like to make an LAD complaint, but I am worried that my employer or housing provider will retaliate against me. What should I do? >

Bias Incidents

28. I witnessed a bias/hate crime on a sidewalk in my town. What should I do? >

New Jersey Family Leave Act

29. Who is protected by the New Jersey Family Leave Act (NJFLA)? >

30. What protections does the New Jersey Family Leave Act offer? >



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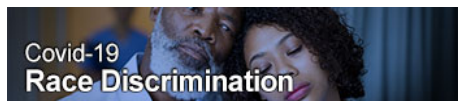
35. How do I get answers to questions I have about Earned Sick Leave, Temporary Disability, Worker's Compensation, or Family Leave Insurance? >

Fact Sheets – Civil Rights and COVID-19

- English
- Arabic
- Brazilian Portuguese
- Chinese (Simplified)
- Chinese (Traditional)
- Gujarati
- Haitian Creole
- Korean
- Polish
- Russian
- Spanish

[New Jersey Family Leave Act](#)

Graphics to Share: Know Your Rights, Spread the Word





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