



YOU ARE PROTECTED FROM *Retaliation*

Retaliation occurs when an employer penalizes an employee for asserting their workplace rights—including participating as a witness in an investigation or legal case or using immigration threats to hide labor violations.

RAISING YOUR RIGHTS

To raise your rights, it can be as simple as speaking with human resources about how you are being treated, being a witness to an investigation or legal case, or filing a complaint against your employer.

New Jersey laws protect you from facing retaliation for raising your rights to:

- Minimum wage and overtime
 - Getting paid timely and in full
 - Preventing unlawful deductions and withholdings from your pay
 - Getting fringe benefits that are promised to you
 - Exercising Temporary Disability Benefits rights
 - Protection against discriminatory employment practices
 - Taking temporary leave of absence to care for a family member or bond with a newborn
 - Earned sick leave
 - And more.
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COMMON TYPES OF RETALIATION

Retaliation for raising workplace rights can come in the following forms:

- Being fired
- Receiving a poor performance review
- Receiving a cut in pay or benefits
- Facing scrutiny and criticism of job duties
- Being given less desirable job duties
- Being denied a raise
- Being excluded from meetings that you would typically attend
- Being transferred to another role or location
- Many other negative changes to your working conditions

Your employer cannot take these actions in response to you raising your rights.

YOUR EMPLOYER CANNOT RETALIATE AGAINST YOU BECAUSE OF YOUR IMMIGRATION STATUS

Under New Jersey law, it is illegal for your employer to disclose or threaten to disclose your immigration status to any government body or agency in order to hide violations of other State labor laws. If your employer does so, they can face penalties up to \$10,000. **You can file a complaint with NJDOL for retaliation because of your immigration status using the QR code below handset.**

WHAT CAN YOU DO?

If you believe that you have been retaliated against for raising your workplace rights, you can speak with us about what you are experiencing by calling 609-292-2305. **You can also file a complaint for retaliation through the QR code to the right.**

Your identity and other personally identifiable information are protected from disclosure to your employer and others, with limited exceptions. NJDOL serves all workers regardless of their immigration or citizenship status. We don't ask workers about their immigration or citizenship status.

SCAN HERE



Get Empowered at
myworkrights.nj.gov