



5 Things You Should Know About the New Jersey Law Against Discrimination's Protections for Members of the Armed Forces

- 1** The New Jersey Law Against Discrimination (LAD) generally protects those with "liability for service" in the "Armed Forces of the United States" from discrimination. This means you cannot be treated differently by employers, housing providers, or places of public accommodation because you are a member of the National Guard or reserves or may otherwise be ordered into active service in the future.
- 2** Employers cannot refuse to hire or decline to promote you simply because you may be called to duty at some point in the future. Nor may they deny you a leave of absence due to a military commitment if they regularly grant leaves of absence for other reasons.
- 3** You also may not be denied housing because of liability for service in the armed forces. And if you rent, your lease must be on the same terms as everyone else: Landlords cannot charge you more upfront or require a higher security deposit because you may be called to duty at some point.
- 4** Places of public accommodation (generally, places open to the public, including businesses, schools, restaurants, and government buildings) cannot discriminate against you either. For example, a college, university, or vocational school cannot deny you admission, or otherwise discriminate against you, because you might be called to duty in the future.
- 5** An employer, landlord, or place of public accommodation cannot retaliate against you for reporting a violation of the above requirements or for exercising or attempting to exercise any other rights under the LAD.

To find out more or to file a complaint, go to [NJCivilRights.gov](https://www.njcivilrights.gov) or call **973-648-2700**



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