



The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment in pre- and postnatal facilities, including OB/GYN providers, birthing centers, doula and midwife providers, fertility clinics, and more, based on actual or perceived:

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|---------------------|---|---|
| • Race or color | • Gender identity or expression | • Pregnancy or breastfeeding |
| • Religion or creed | • Liability for military service | • Marital or domestic partnership or civil union status |
| • Disability | • National origin, nationality, or ancestry | • Sex • Sexual orientation |

The law applies in all aspects of care and means you cannot be treated differently, harassed, or:

- (1) Denied services, treatment, or care-related items free of cost to other patients;
- (2) Ignored when you report symptoms or conditions; or
- (3) Tested more than necessary or without consent

Based upon membership in a protected class.

Remedies may include money damages, an order to stop discrimination or harassment, adoption of new policies and procedures, attorney's fees, and more.

If you think you have experienced discrimination, contact the Division on Civil Rights



1-833-NJDCR4U
711 (Relay Service)

NJCivilRights.gov
#CivilRightsNJ



**DIVISION ON
NJ CIVIL RIGHTS**
@CivilRightsNJ #CivilRightsNJ #StopTheHate

No one can retaliate against you for reporting LAD violations, filing a discrimination complaint, or exercising other rights under the LAD

All health care entities shall display an official poster in places easily visible to all seeking or using the entity. This shall include but not be limited to a location near each entrance and all public waiting rooms. N.J.A.C. 13:8-1.5.