

Persons with Disabilities and Workplace Discrimination Virtual Program

RESOURCES

January 31, 2024

Equal Employment Opportunity Commission

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy and related conditions, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information. Most employers with at least 15 employees are covered by EEOC laws (20 employees in age discrimination cases). Most labor unions and employment agencies are also covered. The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.

Contact Information:

- General information about the laws EEOC enforces and filing a charge: 1-800-669-4000, 1-800-669-6820 (TTY for Deaf/Hard of Hearing callers only), 1-844-234-5122 (ASL Video Phone for Deaf/Hard of Hearing callers only), or info@eEOC.gov. For more information about how to contact EEOC, [click here](#).
- [EEOC's charge handling process](#)

Resources

- [Overview of the Disability Laws](#) that the EEOC enforces.
- [EEOC Disability-Related Publications](#) pulls together materials that help job applicants, employees, employers, medical providers, and others understand disability discrimination in the workplace. These materials include technical assistance (TA) documents, such as fact sheets and questions and answers, as well as disability-related guidance and policy documents.
- [Latest EEOC Disability News](#) provides a continually updated list of the EEOC's most recent press releases on disability-related matters.
- [How EEOC Can Help](#) group materials for applicants and employees who may wish to learn more or [may be facing discrimination](#), as well as for [employers who want to better understand](#) how to comply with the disability laws.
- [Federal Disability Laws and Regulations](#) provide the legal foundations of EEOC's guidance and technical assistance materials.
- [Other resources](#) on the employment of people with disabilities.

NJ Office of the Attorney General, Division on Civil Rights

The [New Jersey Division on Civil Rights \(DCR\)](#) is the state agency charged with enforcing New Jersey's civil rights laws, including the [New Jersey Law Against Discrimination \(LAD\)](#), the [New Jersey Family Leave Act \(NJFLA\)](#), and the [Fair Chance in Housing Act \(FCHA\)](#) effective January 1, 2022. The mission of DCR is to protect the people of New Jersey from discrimination and bias-based harassment in employment, housing, and public accommodations.

The LAD, one of the most comprehensive anti-discrimination laws in the country, prohibits discrimination and harassment based on actual or perceived race, religion, national origin, gender, sexual orientation, gender identity or expression, disability and other protected characteristics. The law applies in [employment](#), [housing](#), and [places of public accommodation](#) (places open to the public, including businesses, restaurants, schools, summer camps, medical providers, government offices and agencies, etc.).

Contact Information:

In order to file a complaint with DCR, you must first submit an intake form. You can submit the intake form:

- Online by creating an account and using the [NJ Bias Investigation Access System](#) (NJBIAS) By calling 1. 833.NJDCR4U and asking a DCR receptionist to assist you in filling out the form on the [NJ Bias Investigation Access System](#) (NJBIAS)
- NJBIAS is available in English and Spanish. DCR also offers translation services for people with limited English proficiency who speak other languages. Call 1. 833.NJDCR4U (833-653-2748) or email at NJDCR4U@njcivilrights.gov to request assistance with NJBIAS in a language other than English or Spanish.
- To request a disability-related accommodation, please call 1. 833.NJDCR4U (833-653-2748) (voice), call the Relay Service at 711, or email NJDCR4U@njcivilrights.gov.

Resources:

The Division on Civil Rights Fact Sheets offer brief overviews of different areas covered by the LAD.

- [The New Jersey Law Against Discrimination](#)
- [How to File a Complaint with New Jersey Division on Civil Rights](#)

Press Release:

March 28, 2023 | [AG Platkin, Division on Civil Rights Takes Enforcement Action to Combat Disability Discrimination](#)

Disability Rights New Jersey

Disability Rights New Jersey is a legal advocacy agency that fights for the rights of people with disabilities in New Jersey. We are New Jersey's designated Protection and Advocacy agency under federal law. We advance the human, civil, and legal rights of people with disabilities and promote their self-determination, independence, productivity, and integration into all facets of community life. All of our services are at no cost to New Jerseyans with disabilities. We are a private, independent, 501(c)(3) nonprofit and a member of the National Disability Rights Network.

Contact Information:

- Website: disabilityrightsnj.org
- 1.800.922.7233 (in NJ only) 1.609.292.9742 (Voice) 1.609.777.0187 (Fax) 1.609.633.7106 (TTY).
- You can begin Disability Rights NJ's intake process by completing the form below. Any inquiry or request for assistance must have a completed Intake Form before it can be processed for review. After you submit your request, a member of Disability Rights NJ's intake staff should attempt to contact you within 5 days.
 - [Intake Form](#)

Resources:

- [Resource Library](#)
- [Client Assistance Program \(CAP\) Brochure, English](#)
- [Client Assistance Program \(CAP\) Brochure, Spanish](#)