

# 5 Things You Should Know About National Origin Discrimination

- 1 The New Jersey Law Against Discrimination (LAD) prohibits national origin discrimination and harassment.** Such discrimination and harassment are illegal in employment, housing, and places open to the public, even if you are a refugee, migrant, or non-U.S. citizen. This includes unfair treatment based on ethnicity, country of birth, culture, or language, or based on the belief that someone has a particular national origin, even if that perception is wrong.
- 2 National origin discrimination or harassment cannot stop you from succeeding at work.** Employers cannot make employment decisions (like hiring, firing, and pay) based on your national origin, or fail to address national origin-based harassment. For example, your employer cannot fire you because you were born in Mexico or refuse to address national origin-based harassment, including your colleagues' use of ethnic slurs, that your employer knows or should have known about.
- 3 National origin discrimination or harassment cannot stop you from renting or buying a home.** Housing providers, including landlords, property managers, and real estate agents, cannot treat you differently or refuse to rent or sell to you because of your national origin. Housing providers must also address harassment targeted at you by other tenants because of your national origin if they know or should have known about it.
- 4 National origin discrimination or harassment is illegal in places open to the public.** Places open to the public (like shopping centers, restaurants, stores, government agencies, and healthcare providers) cannot discriminate based on your actual or perceived national origin. For example, you cannot be seated in the back of a restaurant based on your appearance and accent because the restaurant wants to maintain a certain "look."
- 5 The LAD protects you from national origin discrimination or harassment regardless of your immigration status.** You cannot be discriminated against or harassed based on your national origin or affiliation with an ethnic group, even if you are a refugee, migrant, or non-U.S. citizen. For example, a hospital cannot refuse medical treatment based on the country in which you were born or the related belief that you are a recent migrant to the United States.

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

To find out more, or to file a complaint, go to [NJCivilRights.gov](https://www.njcivilrights.gov) or call 1-833-NJDCR4U (1-833-653-2748). DCR enforces the LAD, which protects all people from discrimination in New Jersey regardless of immigration status. To learn more, click [here](#).

To find out more or to file a complaint, go to [NJCivilRights.gov](https://www.njcivilrights.gov) or call **1.833.NJDCR4U**



NJ Office of the Attorney General  
[NJCivilRights.gov](https://www.njcivilrights.gov)

