

# 5 Things You Should Know About National Origin Discrimination in Places of Public Accommodation

- 1 The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment based on actual or perceived national origin in places of public accommodation.** That means discrimination based on ethnicity, country of birth, culture, or language is illegal in places open to the public, such as businesses, restaurants, schools, hospitals, doctors' offices, and government agencies, even if you are a refugee, migrant, or non-U.S. citizen.
- 2 National origin discrimination cannot stop you from receiving equal service.** Places open to the public cannot deny full or equal accommodations, facilities, privileges, or services based on your national origin. For example, a restaurant cannot require you to wait longer than white patrons because you are a Latinx/e patron, and a retailer cannot profile you as you shop based on your actual or perceived national origin, as part of its anti-shoplifting policy.
- 3 Places of public accommodation must act to stop harassment based on national origin.** National origin harassment includes hostile, demeaning, and intimidating comments, offensive gestures, and the use of ethnic slurs based on someone's national origin. A place of public accommodation must address harassment based on national origin where it knows or should have known about the harassment.
- 4 National origin discrimination and harassment are illegal in healthcare settings.** Healthcare providers cannot take your symptoms less seriously, deny care, provide you with less care, or drug test without your permission simply because of your actual or perceived national origin. For example, a dentist cannot deny you services because you do not speak English or because you are Pakistani.
- 5 Places of public accommodation must provide equal services to all regardless of national origin.** For example, schools cannot provide subpar education to you as an English Language Learner (ELL) student based on your ability to speak English or your accent. Public elementary and secondary schools generally cannot deny enrollment based on the student's immigration status, except for students on F-1 visas.

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://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](#).

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