



New Jersey Division on Civil Rights

2025 Language Access Plan

Introduction

The NJ Division on Civil Rights (DCR) is the state agency responsible for enforcing the New Jersey Law Against Discrimination (LAD), the New Jersey Fair Chance in Housing Act (FCHA), and the New Jersey Family Leave Act (NJFLA). DCR’s mission is to prevent, eliminate, and remedy discrimination and bias-based harassment in New Jersey.

As part of its mission, DCR is committed to ensuring equal access for New Jerseyans who have limited English proficiency (LEP). New Jersey is one of the most ethnically and racially diverse states in the country. Our state’s diversity is also its strength. DCR recognizes and celebrates New Jersey’s diversity, including its diverse cultural and linguistic communities, and is committed to removing language barriers to accessing our services and information. Every person in New Jersey, no matter their primary language, country of origin, nationality, or immigration status, is protected from discrimination and bias-based harassment under the LAD.¹

DCR is committed to removing language barriers and ensuring meaningful access to our services and programs for New Jerseyans who have limited English proficiency. Language access is critical so that all of our residents can access critical services and participate equally in our communities. And the accessibility of DCR’s services, in particular, is essential so that all New Jerseyans are able to seek relief from discrimination and bias-based harassment no matter the language they speak.

To that end, as part of DCR’s work to expand accessibility to its services, this Language Access Plan describes DCR’s current and planned initiatives to expand language access and remove language barriers to accessing DCR’s services. The Language Access Plan explains how DCR is updating [NJBIAS](#)², [bias.njcivilrights.gov](#), DCR’s civil rights complaint portal, to ensure that individuals are able to file civil rights complaints with DCR without facing language barriers. The Language Access Plan also explains the translation and interpretation services available free of charge to members of the public while accessing DCR services. And the Language Access Plan describes DCR’s ongoing efforts to comply with the New Jersey Language Access Law, signed into law by Governor Murphy on January 12, 2024.

¹ DCR’s services are free to all people, regardless of their immigration status. DCR employees do not ask about immigration or citizenship status and will not share any information from an investigation with any federal immigration agency or local law enforcement authority. Investigative files and materials are considered confidential and not subject to access by the public under the Open Public Records Act.

² NJBIAS stands for “NJ Bias Investigation Access System.”

To explain in an accessible format how DCR provides language assistance, DCR has also published — in addition to this Language Access Plan — a new “Frequently Asked Questions” resource on its website in English and in the 7 other most commonly spoken languages. Translations of key documents, including many of DCR’s fact sheets that explain the LAD, FCHA, and FLA, are also available on our website under the [“Resources” tab](#).

I. Background on Language Access

A. State and Federal Laws Regarding Language Access

The New Jersey Language Access Law requires that “each State government entity in the Executive Branch that provides direct services to the public shall translate³ vital documents and information, including public documents such as forms and instructions provided to or completed by program beneficiaries or participants.” N.J.S.A. 52:14-41(a). The law mandates the translation of vital documents, defined as “documents that affect or provide legal information about access to, retention of, termination of, exclusion from program services or benefits; which are required by law; or which explain legal rights” into the most common non-English languages spoken by LEP individuals in the State. N.J.S.A. 52:14-41(b). Agencies are required to provide translations of these documents into the top 5 languages for LEP individuals by January 12, 2025, and provide translations in the top 7 languages within 23 months of the law’s effective date of January 12, 2024. N.J.S.A. 52:14-41(a). The law requires each agency to provide interpretation⁴ services in accordance with its language access plan. N.J.S.A. 52:14-42.

In addition to the Language Access Law, additional New Jersey and federal laws address language access and discrimination. The LAD prohibits discrimination and bias-based harassment in employment, housing, and places open to the public. Language-based discrimination or harassment is prohibited under the LAD if tied to one or more protected characteristics, such as race national origin, ancestry, religion, or nationality. At the federal level, Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d et seq., requires entities receiving government assistance to provide language access services to the public.

B. DCR’s Assessment of Services and Needs

Based on data from the U.S. Census Bureau on the State’s “LEP” populations, the top 5 languages for LEP individuals are Spanish, Chinese,⁵ Portuguese, Korean, Gujarati. The top 7 languages include Arabic and Haitian Creole. DCR will continue to reassess the top 7 languages on an ongoing basis. DCR provides interpretation services for any language needed, whether or not the language is one of the most common non-English languages.

In developing this Language Access Plan, DCR reviewed the agency’s interpretation and translation activities, expenses, and records, assessed user access to DCR’s website, reviewed our internal practices and public information, and interviewed staff to identify opportunities to improve language access services. DCR also evaluated user access to

³ As defined in the Language Access Law, “translation” means “the conversion of written words from one language to another in a manner that conveys the intent and essential meaning of the original text and communication. ‘Translation’ does not mean the use of automatic electronic translation services. ‘Translation’ may include professional translation software, provided the State government entity conducts a quality control to ensure that the software has correctly translated the documents.” N.J.S.A. 52:14-41(b).

⁴ Interpretation means “the oral translation of information from one language into another.” *Ibid*.

⁵ For Chinese, DCR provides translations in Simplified and Traditional Chinese and interpretations in Mandarin and Cantonese.

NJBIAS, DCR's civil rights complaint portal. Anyone who believes their civil rights have been violated can request to file a complaint on [NJBIAS](#). If DCR finds a violation, the Complainant may be eligible to receive compensation and other forms of relief.

Language access services are currently provided upon request by email, phone, in-person, and at any stage of the complaint process. DCR works with state contracted language service vendors to provide interpretation and translation services. When necessary, DCR's bilingual Spanish staff assist with routine communications and simple interpretations and translations, including providing sight translations⁶ of documents during interviews. Both historically and currently, DCR primarily receives requests for interpretation and translation services from Spanish speakers. In the past six years, DCR has received and provided language access services for only one or two speakers of each of the following: Mandarin, Arabic, Gujarati, Korean, Haitian Creole, French, Tamil, Hindi, Bengali, Nuer, and American Sign Language.

DCR has undertaken an initial review of its documents to identify and translate vital documents. At this stage, DCR has identified vital documents that enable Complainants and Respondents to access NJBIAS, our complaint portal, and effectively file or respond to civil rights complaints. DCR has also selected some documents for translation that are not vital documents but aid in communicating with parties on NJBIAS. An inventory of the translated documents is listed in the appendix to this plan.

Like other New Jersey state agency websites, DCR's website has a Google Translate widget that will translate DCR's website into a wide range of different languages, including the 7 required languages. Most users of the NJBIAS system first visit the homepage of the [New Jersey Division on Civil Rights](#), njcivilrights.gov. From there, users can select the "File a Complaint" option, which takes them to helpful information to guide them in using the [NJBIAS portal](#), which is located at bias.njcivilrights.gov. That information can also be accessed from DCR's [homepage](#). The information on that page can be translated using the Google Translate widget available on DCR's website. In addition, DCR's press releases and additional announcements can be easily translated into a wide range of different languages, including the 7 required languages identified in this plan. At this time, the Google Translate feature applies only to web pages, and not to web forms or PDF publications. Website users, however, can use their preferred translation tools on their computers or phones to translate the information available on DCR's website, including select PDF documents.

DCR also makes translations of key fact sheets and guidance documents available at njcivilrights.gov. These documents are translated into up to 14 languages, generally including the 7 required languages identified in this plan.

With New Jersey's diverse language communities in mind, DCR has identified a variety of opportunities, including website upgrades and enhanced staff operations, to increase access for limited English-proficient individuals who engage with NJBIAS. In this Language Access Plan, we outline planned 2025 changes to ensure more meaningful access to DCR's services and information. DCR will also be working with other agencies in State government to explore ways to expand translation of documents, including translation using advanced technology, and to continue to improve the translation features on our website.

II. DCR's Ongoing Initiatives to Ensure Language Access in Investigations

⁶ Sight translation is the reading of a text by the interpreter from the source text into the target text simultaneously and in a manner in which the content of the document can be easily understood by the audience.

A. Overview of Language Access Options for Complainants and Respondents

Any person who believes their civil rights has been violated may request to file a complaint on the NJBIAS portal. [NJBIAS](https://bias.njcivilrights.gov), which can be accessed at bias.njcivilrights.gov, is currently available in Spanish and English. DCR's bilingual staff are available to aid Spanish speaking callers. For all languages, however, parties, witnesses, and their representatives may request free interpretation services at any point in the process of filing or responding to a complaint, as well as during DCR's investigation. DCR will provide phone and video interpretation services for all languages upon request with advance notice. DCR can also provide translation or sight interpretation for key documents, such as complaints, answers, determinations, and settlement agreements.

B. Methods of Language Access Assistance

DCR provides interpretation services by state-approved vendors for individuals who wish to file complaints, Complainants, Respondents, and non-party witnesses. DCR protocols for informing LEP individuals that free interpreting services will be provided are described below. New Jersey rules on procurement of government services require DCR to request interpretation and translation services through a competitive bid process.

1. In-Person

As soon as either a member of the public or DCR's experienced and trained staff identify a need for language assistance, LEP individuals are informed of the availability of free language services. During in-person encounters, DCR determines whether an individual is LEP and what their primary language is with the help of "I Speak" cards or visual aids that provide information about free interpreting services in multiple languages.

2. Telephone Calls

When an LEP individual or their representative contacts DCR via telephone on DCR's main telephone line (1-833-NJDCR4U) (or on one of the four regional office's landlines) about filing a complaint or with any other inquiry, administrative staff will attempt to determine the individual's primary language. If the administrative staff is not able to provide this assistance, they will provide an e-mail, LanguageHelp@njcivilrights.gov, for the LEP person to write to the Language Access Liaisons to request assistance in their preferred language. If the administrative staff is able to determine that the caller speaks Spanish, then they will have a Spanish-speaking employee call the individual. To document and track how DCR is responding to constituents, DCR's administrative staff maintains a log of all phone calls received, including requests from LEP individuals for assistance in their preferred language.

3. Electronic Contact

When an LEP individual contacts DCR via its website, njcivilrights.gov, or via NJBIAS, agency staff make every effort to respond in a timely fashion, including by identifying the language in which help is requested.

Moving forward, individuals who need interpretation assistance can email LanguageHelp@njcivilrights.gov. The auto-reply message below will be sent both in English and in the 7 most common languages:

Thank you for contacting the NJ Division on Civil Rights (DCR). The NJ Bias Investigation Access System (NJBIAS) is available in English and Spanish. If you speak another language and want help with a civil rights complaint, please reply to this email and indicate your primary language. DCR's Language Access Liaisons will respond to these e-mails and provide interpretation/translation services.

Individuals can reply by email in English or their primary language. DCR's Language Access Liaisons will then respond with instructions or to request additional information to help DCR respond appropriately to their need for interpretation assistance.

The Language Access Liaisons or DCR staff will respond to requests for interpretation help within 72 hours or less, the same timeline for responding to other DCR email requests.

C. Protocols for Identifying and Responding to Language Needs in Investigations

1. General Requirements

Staff are responsible for checking NJBIAS and its case tracking system so that language services are arranged prior to an intake interview. Once a DCR employee becomes aware that language services are required, that employee has the responsibility to enter that information in NJBIAS and make the appropriate arrangements for interpretation or translation services.

By marking the "Language Needs" box in NJBIAS, all subsequent DCR employees who are assigned to the case or who are tasked with communicating with the individual, including investigators, supervising investigators, and legal specialists, are charged with facilitating language services as required. The frequency of contact with the individual can be tracked as the case moves along from intake to investigation to conclusion.

2. Completing the Initial Intake Form

An individual who wishes to file a complaint can complete the initial Intake Form directly on the NJBIAS portal website in English or Spanish. In addition, a [Word/PDF] version of the form has been translated into the five required languages and will soon be available on DCR's website and at bias.njcivilrights.gov, the NJBIAS webpage, for LEP Complainants to complete during the process of requesting an intake interview via NJBIAS. This form can be emailed to DCR at complaintrequest@njcivilrights.gov in lieu of completing the initial Intake Form directly on the website in English or Spanish. If an individual needs assistance completing the Intake Form on either NJBIAS or the Word/PDF version, they can request interpretation and/or translation services by writing DCR at LanguageHelp@njcivilrights.gov. Going forward, to ensure that Complainants are able to file complaints on the NJBIAS portal website itself rather than emailing a separate form, DCR plans to translate the initial NJBIAS portal intake webform into all 7 required languages in 2025.

3. Intake Interview

After a Complainant completes the initial Intake Form on NJBIAS, DCR will work with the Complainant to schedule an intake interview. The Complainant can inform DCR of any need for an interpreter at that time. DCR will request interpretation services for the interview and advise the Complainant of the date and time of the interview.

DCR Intake employees are trained on identifying if an individual requires language assistance. Employees will ask the individual if they would feel more comfortable communicating in a

language other than English. If the individual answers in the affirmative or there is difficulty communicating with the individual, the DCR employee inputs information about the language needs into NJBIAS, by checking a box marked “Language Needs” in DCR’s case tracking system, NJBIAS.

Once an LEP individual’s preferred language is identified, DCR will provide and arrange for a third-party interpreter with advance notice for the intake interview. However, during emergencies or for scheduling reasons or for routine questions related to the location of offices, hours of operation, or rescheduling an appointment, an LEP individual may choose to have a family member, friend, or advocate provide interpretation. Where the interaction with the LEP individual occurs at the agency’s office, and an individual uses an interpreter of their choosing in lieu of an interpreter arranged by DCR, the individual will be asked to complete a written consent/waiver form.

4. Documents and Translations

As noted, DCR’s Intake Form has been translated into five languages and will soon be available for LEP Complainants to complete during the process of requesting an intake interview via NJBIAS. LEP individuals may request interpretation or translation of their complaint or other significant case documents, and DCR will provide or facilitate the requested language assistance free of charge to members of the public.

DCR has translated 19 documents used during the Intake and Investigation Process into the five required languages. In 2025, DCR plans to have all documents and e-mail communications used in the Investigation process via NJBIAS available in the 7 languages.

III. Language Access and DCR’s Public Education Materials

In addition to providing interpretation and translation services in connection with its investigations into complaints of discrimination and civil rights violations, DCR is also committed to improving language access for its public education materials. This section provides an overview of DCR’s current and planned initiatives for making available public education materials to members of the public in multiple languages.

A. DCR Website

Information on our agency’s website can be translated using the translate button on the website, as well as on a user’s browser software. The website notifies users of DCR’s language access services in every place where DCR prompts users to file on NJBIAS. In 2025, DCR will continue to translate additional materials on its website, including PDFs, to ensure that its website remains accessible.

B. DCR Public Education Materials

DCR provides robust public education and outreach with the goal of increasing understanding and awareness of the laws we enforce and how to access NJBIAS to report a violation. DCR provides fact sheets on a range of civil rights topics relating to the Law Against Discrimination (LAD),) Fair Chance Housing Act (FCHA), and the NJ Family Leave Act (NJFLA).) These fact sheets provide information to members of the public on their rights under the laws that DCR enforces. DCR currently has over 30 separate Fact Sheets that have been translated and are available in up to 14 languages on a wide range of civil rights topics including the following: how to file a complaint; the FLA; the LAD; workplace accommodation for pregnancy and

breastfeeding; age discrimination; gender discrimination; disability discrimination; school discipline discrimination; national origin discrimination, and more. For a full list of translated fact sheets in the 7 languages, consult Appendix 2 to this plan. These Fact Sheets and translations in 7 additional languages are also listed by language on the [“Resources”](#) section of DCR’s website.

The Community Relations Unit also offers “Know Your Rights” virtual and in-person presentations in Spanish and Portuguese, and they table at community events throughout the State in conjunction with community partners.

IV. Language Access Priorities for 2025

The NJ Division on Civil Rights (DCR) will continue to take additional steps to ensure that the agency remains responsive to the needs of residents who require language assistance services. In 2025, DCR will expand multilingual access to NJBIAS and the agency’s NJBIAS helpline (1-833-NJDCR4U), provide enhanced browser translation tools, and will add a new dedicated language access page to its website. DCR will continue to engage with community partners to solicit feedback on these changes and to communicate with LEP communities about the upgrades that are underway.

DCR will design additional protocols for monitoring and evaluating its language access changes, including working with community partners to test the NJBIAS system. DCR will implement protocols for ensuring accurate and high-quality translations, using Artificial Intelligence (AI) and machine tools as well as the services of qualified professionals and/or community partners to check documents for quality. DCR will also work in partnership with other government agencies and the Governor’s Office to deploy these AI and machine tools responsibly, and with appropriate quality controls, in order to translate documents. DCR will continue to evaluate the language access needs of its constituents, and DCR will use plain language principles in written materials to ensure information is accessible across a range of literacy levels.

DCR will update its Language Access Plan by or before January 12, 2026. DCR is also developing a public resource on the topic of language discrimination and the LAD for publication in the upcoming year.

In addition, DCR has obtained a grant to fund the Community Peacemaker Collaborative initiative through DOJ’s Matthew Shepard and James Byrd, Jr. Hate Crimes Program. DCR will receive a grant over the next three years to roll out the Community Peacemaker Collaborative in communities and college campuses across New Jersey to prevent and address bias incidents by training individuals across New Jersey’s 21 counties. Funds received through the grant can be used for translating curriculum. DCR will be providing training on de-escalation, implicit bias, bystander intervention, and a host of other topics. This work will help support our continuing efforts to connect with all of New Jersey’s diverse language speakers.

V. Additional Language Access Information

A. Language Access Liaisons

DCR’s Language Access Liaisons are: Chief of Staff, France Casseus, France.Casseus@njcivilrights.gov, and Chief Advisor to the Deputy Director, Elise Olgin, Elise.Olgin@njcivilrights.gov. They also can be reached through the email LanguageHelp@njcivilrights.gov.

B. Training for Staff

All DCR staff are receiving training in early 2025 on language access and confidentiality protocols. New staff will receive training on language access protocols during onboarding. All staff will receive a refresher training on an annual basis. Staff will be trained on how to identify LEP individuals, communicate to them that help will be provided, and request interpretation and translation services from state approved vendors. All DCR staff will also receive cultural competency training starting in the first half of 2025 and then annually thereafter. In 2025, staff will also receive training on the use of AI tools for translation, as well as on quality controls for using such interpretation services.

C. Internal Monitoring

The Language Access Liaisons will review the log of language access requests on a monthly basis to track the frequency of contacts with LEP individuals who call DCR. The Language Access Liaisons will also survey DCR Reception Staff on a monthly basis to estimate the frequency of contacts with LEP individuals visiting DCR's offices. The Language Access Liaisons will meet quarterly with supervising investigators to assess compliance with the Language Access Law and identify measures for improving language access.

D. Concerns and Complaints

Concerns or complaints about DCR's provision of interpretation and translation services can be directed to DCR's language help email: LanguageHelp@njcivilrights.gov or the language access liaisons.

Appendix 1

Frequently Asked Questions (FAQ)



NJ DIVISION ON CIVIL RIGHTS

Language Access Frequently Asked Questions (FAQ)

What is Language Access?

Under New Jersey's language access law, State agencies need to help people who are not fluent in English access government programs and services. The government must translate certain documents about those programs in the most commonly spoken languages in New Jersey.

Why does Language Access matter?

Language barriers often prevent people from accessing important services, including those provided by the government. According to the last Census, almost 40% of foreign-born New Jersey residents speak and read English "less than very well." In New Jersey, the most common languages spoken and read by limited English-proficient residents are Spanish, Chinese, Korean, Portuguese, Gujarati, Haitian Creole, and Arabic.

What services does the New Jersey Division on Civil Rights (DCR) provide?

DCR is the state agency charged with enforcing New Jersey's anti-discrimination laws: the New Jersey Law Against Discrimination (LAD), the Fair Chance in Housing Act, and the New Jersey Family Leave Act. DCR works to prevent, eliminate, and remedy discrimination and harassment based on someone's protected category (including race, national origin, ancestry, nationality, religion, disability, gender, sexual orientation, gender identity, and more) in housing, employment, and places open to the public. On DCR's website, njcivilrights.gov, under the "[Resources](#)" tab, you can find detailed fact sheets that explain these rights and protections in 14 languages.

You can request to file a complaint on the [NJBIAS](http://bias.njcivilrights.gov) portal, located at bias.njcivilrights.gov, if you think your civil rights have been violated. You may be able to receive compensation and other forms of relief, if DCR finds a violation of your civil rights.

On NJBIAS, how does DCR offer interpretation and translation services?

Our complaint portal, NJBIAS, is currently available in Spanish. DCR also has bilingual Spanish-speaking staff who are ready and able to help people with filing a civil rights complaint.

DCR is making the NJBIAS system multilingual. In the meantime, any individual seeking to file a complaint or respond to one can request an interpreter by emailing LanguageHelp@njcivilrights.gov in English or their primary language. Simply write:

*I want to file (or respond to) a civil rights complaint.
I need an interpreter in _____ (write your language).
My e-mail is: _____
My phone number is: _____."*

If you can, please provide additional information so that DCR staff know how to help you.

For example:

I am blind and need help completing an Intake Form in Portuguese.

I speak Korean. I want to file a complaint.

I have a complaint against me. I want a Spanish interpreter.

DCR staff will respond to requests for interpretation help within 72 hours.

Does DCR provide free and confidential interpretation and translation services?

Yes, DCR staff arranges for free professional interpretation and translation services to provide clear and effective communication throughout the complaint process. There are no costs to file a complaint or to language assistance. Professional interpreters and translators understand all relayed information is confidential.

Will DCR help me if I am not a U.S. citizen?

Yes. DCR's services are available to all. We do not ask about citizenship or legal status or share private information with the federal government.

How does the NJ Law Against Discrimination (LAD) protect immigrants and others, who may be targeted because of their, actual or perceived, national origin?

A housing provider, an employer, or any place open to the public (including medical centers, schools, police precincts, etc.) may not discriminate against or harass persons because of their race, national origin, ancestry, nationality, religion, disability, gender, sexual orientation, gender identity, and other protected categories listed in the LAD. Learn more about the protections the law offers by visiting our [website](#).

How can DCR help me if I face retaliation after filing a civil rights complaint?

The LAD prohibits retaliation against a person for complaining about discrimination or harassment. For example, a manager cannot fire someone for reporting national origin discrimination to their employer, and a housing provider cannot evict someone for reporting housing discrimination to DCR. Please notify DCR immediately if you feel that you have been retaliated against for speaking out against discrimination or filing a complaint with DCR.

Appendix 2

List of Translated Documents

New Jersey Division on Civil Rights

List of Translated Documents

Name of Document		Top 7 Languages						
		Top 5					Arabic	Haitian Creole
		Chinese (Traditional & Simplified)	Gujarati	Korean	Portuguese (Brazilian)	Spanish		
	How to File a Complaint with the New Jersey Division on Civil Rights *	√	√	√	√	√	√	√
	The New Jersey Law Against Discrimination *	√	√	√	√	√	√	√
Employment Protections	Age Discrimination *	√	√	√	√	√	√	√
	Diane B. Allen Equal Pay Act *	√	√	√	x	√	√	√
	Discrimination in Employment Based on Gender Identity or Expression *	x	√	√	√	√	x	√
	Intersex Discrimination in Employment *	√	√	√	√	√	√	√
	Sexual Harassment in Employment *	√	√	√	√	√	√	√
	Disability Discrimination in Employment *	√	√	√	√	√	√	√
	National Origin Discrimination in Employment *	√	√	√	√	√	√	√
	New Jersey Family Leave Act *	√	√	√	√	√	√	√
	Accommodations for Pregnancy and Breastfeeding at Work *	√	√	√	√	√	√	√
	What Employees Need to Know About Workplace Pregnancy Accommodations	√	√	√	√	√	x	x
	Workplace Accommodations for Breastfeeding and Lactation	√	√	√	√	√	x	x

* Additional languages available at NJCivilRights.gov

New Jersey Division on Civil Rights

List of Translated Documents

		Top 7 Languages						
		Top 5						
	Name of Document	Chinese (Traditional & Simplified)	Gujarati	Korean	Portuguese (Brazilian)	Spanish	Arabic	Haitian Creole
Housing Protections	Discrimination in Housing *	√	√	√	√	√	√	√
	Discrimination in Housing Based on Gender Identity or Expression *	√	√	√	√	√	√	√
	Discrimination in Housing Based on Source of Lawful Income *	√	√	√	√	√	√	√
	Discrimination in Public Accommodations Based on Gender Identity or Expression *	√	√	√	√	√	√	√
	Disability Discrimination in Housing *	√	√	√	√	√	√	√
	Emotional Support Animals in Housing *	√	√	√	√	√	√	√
	National Origin Discrimination in Housing *	√	√	√	√	√	√	√
	Racial Steering in Housing *	√	√	√	x	√	√	√
	Sexual Harassment in Housing *	√	√	√	√	√	√	√
	Fair Chance in Housing Act Policy *	√	√	√	√	√	√	√
	Fair Chance in Housing Act Model Disclosure *	√	√	√	√	√	√	√
	Fair Chance in Housing Act Model Notice of Withdrawal *	√	√	√	√	√	√	√

* Additional languages available at NJCivilRights.gov

New Jersey Division on Civil Rights

List of Translated Documents

Name of Document		Top 7 Languages						
		Top 5					Arabic	Haitian Creole
		Chinese (Traditional & Simplified)	Gujarati	Korean	Portuguese (Brazilian)	Spanish		
Protections in Places of Public Accommodations	School Discipline Community Resources *	√	√	√	√	√	√	√
	Discrimination and Harassment in School *	√	√	√	√	√	√	√
	Disability Discrimination in Places of Public Accommodations *	√	√	√	√	√	√	√
	Service and Guide Dogs in Public Facilities *	√	√	√	x	√	√	x
	National Origin Discrimination in Places of Public Accommodation *	√	√	√	√	√	√	√
	Sexual Harassment in Places of Public Accommodation *	√	√	√	x	x	√	√
Identity Protections	Gender Discrimination *	√	√	√	√	√	√	√
	Sexual Harassment *	√	√	√	x	√	√	√
	National Origin Discrimination *	√	√	√	√	√	√	√
	Race Discrimination *	x	x	x	x	√	√	x
	Religious Discrimination *	√	√	√	√	√	√	√
New Jersey Bias Investigation Access System (NUBIAS)	Intake Form (used to initiate the complaint process)	√	√	√	√	√	x	x
	Intake E-mail (Notification of No Jurisdiction)	√	√	√	√	√	x	x
	Verified Complaint Service Letter & Amended Verified Complaint Service Letter	√	√	√	√	√	x	x
	Letters for Different Types of Case Closings (i.e., no probable cause, settlements, and withdrawals)	√	√	√	√	√	x	x
	Conciliation Cover Form	√	√	√	√	√	x	x
	Fair Chance in Housing Act (FCHA) - Complainant Related Letters	√	√	√	√	√	x	x
	FFC Scheduling Letters for Complainants	√	√	√	√	√	x	x

* Additional languages available at NJCivilRights.gov