

WILENTZ

—ATTORNEYS AT LAW—

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Employer Alert: Deck the Walls-New Division of Civil Rights Posters Must Be Distributed by December 31, 2022

11/16/22

On August 1, 2022, the New Jersey Division on Civil Rights (DCR) adopted [new and amended regulations](#) concerning the “Display of Official Posters of the Division on Civil Rights.” The regulations require employers, and specifically certain employers such as doctors’ offices ([Licensed Professional Facilities](#)) and other medical facilities, see below, to prominently display posters created by the DCR to better inform individuals about their rights under the New Jersey Law Against Discrimination (NJLAD) and Family Leave Act (NJFLA). Moreover, covered employers must also distribute copies of the posters to each employee **annually (before December 31)** and upon an employee’s first request.

Regarding posting, posters must be prominently displayed “in places easily visible” to those who would be affected by violations of these laws. If an employer has an Internet site or intranet site used by employees to which **all** employees have access and the employer **customarily electronically posts** notices to affected employees on the site, the regulations state that “posting of the official (LAD and NJFLA) poster(s) on the employer’s internet site or intranet site shall satisfy the posting requirement.”

Distribution may be made through:

1. email;
2. printed material, including, but not limited to, paycheck inserts, a brochure or similar informational packet provided to new hires, an attachment to an employee manual or policy book, or a flyer distributed at an employee meeting; or
3. an Internet or intranet website, as long as the site is for the use of all employees and can be accessed by all employees, and the employer provides notice to the employees of its posting.

The following are the links to the new posters:

- [Law Against Discrimination](#)
- [Family Leave Act](#)
- [Places of Public Accommodation](#)

A place of public accommodation is generally any place that is open to the public, including but not limited to:

- Schools, colleges, and universities;
- Summer camps;
- Hotels and motels;
- Medical providers, hospitals, doctors’ offices, and pharmacies;
- Government offices and agencies, including police departments;
- Stores and businesses, including restaurants
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- [Pre and Postnatal Facilities](#)
- [Mental Health Facilities](#)

- [Emergency and Trauma Facilities](#)
- [Long and Short Term Care Facilities](#)
- [Alternative Treatment Centers](#)
- [Licensed Professional Facilities](#)

In addition to the other posters required by the New Jersey Department of Labor ([NJ DOL Employer Poster Packet](#)) and the US Department of Labor ([US DOL Workplace Posters](#)). Please note the US DOL also issued a new poster regarding EEOC claims: [Know Your Rights 10/20/2022](#). See our previous blog: [What's On Your Wall?](#)

TAKEAWAY: Should you have any questions about “What’s On Your Wall?” please contact [Tracy Armstrong](#) or any member of the Wilentz [Employment Law](#) Team.

Attorney

- Tracy Armstrong

Practice

- Employment Law