

# 5 Things You Should Know About Race Discrimination in Employment

*Did you know that the 2020 layoffs hit Black and Latinx people harder, leading to 16.7% unemployment among Black people and 18.9% among Latinx people, compared to 14.2% among white people?*



**In New Jersey, racism cannot stop you from thriving at work.**

The New Jersey Law Against Discrimination (LAD) prohibits race discrimination and race-based harassment in employment, protecting you from discrimination and race-based harassment from coworkers, supervisors, and patrons.



**Your employer may not make decisions based on your race.**

For example, your employer cannot pay you less than a coworker of a different race who performs substantially similar work and cannot assign or withhold duties, refuse to promote you, or require you to change your hairstyle at work because of your race.



**Employers may not use neutral policies & rules to discriminate.**

Neutral work policies and rules that impact individuals of one race more harshly than another are prohibited unless they are necessary for a substantial, legitimate, nondiscriminatory interest. For example, due to racial disparities in the criminal justice system, policies that reject job applicants with a criminal history could violate the LAD.



**Others cannot harass you because of race.**

Race-based harassment can include hostile, demeaning, or intimidating comments, offensive gestures, or use of racial slurs. For example, an employer cannot allow a customer to use a racial slur against you while you are performing your job or allow another employee to make derogatory comments about your race.



**The LAD protects you against retaliation.**

It is illegal for any person, including an employer, to retaliate against you for reporting possible LAD violations, filing a discrimination complaint with HR, DCR, or in court, or exercising any other rights under the LAD. Your employer is required to ensure that none of your supervisors or coworkers retaliate against you either.

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



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