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PUBLISHED BY



New Jersey Law Against Discrimination Now Expressly Covers Autism

Posted at 2:52 PM on February 22, 2010 by Nicole Gerritsen

On January 15, 2010, Governor Christie signed into law a bill clarifying the New Jersey Law Against Discrimination (“NJLAD”), N.J.S.A. 10:5-1, et seq., as it applies to persons with a developmental disability. This law amends the definition of “disability” in the NJLAD to expressly include “autism spectrum disorders.” N.J.S.A. 10:5-5(q).

In light of the amendment, employers should review their equal opportunity and anti-discrimination policies to ensure those policies comply with the amended law.

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