

# New Gender Discrimination Notification Requirements for New Jersey Employees

by Christina M. Michelson on October 9, 2012

New Jersey employers should be aware that Governor Chris Christie recently signed a bill into law that will impose new employee notification requirements. It requires employers with 50 or more employees to post a notification detailing “the right to be free of gender inequity or bias in pay, compensation, benefits or other terms or conditions of employment” under the New Jersey Law Against Discrimination (NJLAD), Title VII of the Civil Rights Act, and the Equal Pay Act.

The law also requires employers to provide each worker with a written copy of the notification no later than 30 days after the form of the notification is issued by the Commissioner of Labor and Workforce Development; at the time of the worker’s hiring, if the worker is hired after the issuance; annually, on or before December 31 of each year; and at any time, upon the first request of the worker.

The law provides for several methods of providing written notice to employees, including:

- By email delivery;
- Via printed material, including, but not limited to, a pay check insert, brochure or similar informational packet provided to new hires, an attachment to an employee manual or policy book, or flyer distributed at an employee meeting; or
- Through an Internet or Intranet website, if the site is for the exclusive use of all workers, can be accessed by all workers, and the employer provides notice to the workers of its posting.

Finally, the employee must obtain an acknowledgement from the employee that the notification was received. It must state that the worker has received the notification and has read and understands its terms. The acknowledgement must be signed by the worker, in writing or by means of electronic verification, and returned to the employer within 30 days of its receipt.

*If you have any questions about the new posting requirements or would like to discuss other employer compliance issues, please contact me, Christina Michelson, or the Scarinci Hollenbeck attorney with whom you work.*