

ASSEMBLY, No. 681

STATE OF NEW JERSEY

219th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2020 SESSION

Sponsored by:

Assemblywoman VALERIE VAINIERI HUTTLE

District 37 (Bergen)

Assemblywoman ANGELA V. MCKNIGHT

District 31 (Hudson)

Assemblywoman BETTYLOU DECROCE

District 26 (Essex, Morris and Passaic)

Senator LORETTA WEINBERG

District 37 (Bergen)

Senator SHIRLEY K. TURNER

District 15 (Hunterdon and Mercer)

Co-Sponsored by:

Assemblywoman Lampitt, Assemblyman Holley, Assemblywomen Sumter, Tucker, Assemblymen Johnson, Taliaferro, Assemblywoman Downey, Assemblyman Houghtaling, Assemblywomen Reynolds-Jackson, Murphy, Speight, Gove, Assemblyman Spearman, Assemblywomen Jasey, Lopez, Swain, Assemblyman Tully, Assemblywoman Carter, Assemblyman McKeon, Assemblywomen Timberlake, Quijano, Senators Diegnan, Thompson, Greenstein, Pou, Lagana, Testa, Cruz-Perez and Singleton

SYNOPSIS

Expands scope of law prohibiting age discrimination.

CURRENT VERSION OF TEXT

As reported by the Assembly Aging and Senior Services Committee with technical review.

(Sponsorship Updated As Of: 6/21/2021)

A681 VAINIERI HUTTLE, MCKNIGHT

2

1 AN ACT concerning age discrimination and revising various parts of
2 the statutory law.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 1 of P.L.1938, c.295 (C.10:3-1) is amended to read
8 as follows:

9 1. In the selection of persons for employment in the service of
10 the State, or of any county or municipality thereof, no appointing
11 officer shall discriminate against any such applicant because such
12 applicant has attained the age of at least 40 years, at the time of said
13 application for employment. Any provisions of law, executive
14 order, rule or regulation to the contrary notwithstanding, no person
15 other than a justice of the Supreme Court or a judge of the Superior
16 Court pursuant to Article VI, Section VI, paragraph 3 of the
17 Constitution of the State of New Jersey, or a judge of the Tax
18 Court, or a judge of the Office of Administrative Law or a judge of
19 the Division of Workers' Compensation, or a member of the
20 Division of State Police, employed in the service of the State, or of
21 any county or municipality thereof, or a member of a police or fire
22 department employed in the service of the State or of any county or
23 municipality thereof, shall be required to retire upon the attainment
24 of a particular age unless the public employer can show that **the**
25 retirement age bears a manifest relationship to the employment in
26 question or that **the** person in the service of the State, or of any
27 county or municipality thereof, is unable to adequately perform the
28 person's duties. A contract of tenure or similar arrangement
29 providing for tenure shall not bar a public employer from showing
30 that **a** retirement age bears a manifest relationship to the
31 employment in question or that **the** person in the service of the
32 State, or of any county or municipality thereof, is unable to
33 adequately perform the person's duties. A person in the employ of
34 the State, or of any county or municipality thereof, who is required
35 to retire upon the attainment of a particular age in violation of this
36 section shall be entitled to reinstatement with back pay and interest.
37 (cf: P.L.1999, c.380, s.15)

38

39 2. Section 11 of P.L.1945, c.169 (C.10:5-12) is amended to
40 read as follows:

41 11. It shall be an unlawful employment practice, or, as the case
42 may be, an unlawful discrimination:

43 a. For an employer, because of the race, creed, color, national
44 origin, ancestry, age, marital status, civil union status, domestic
45 partnership status, affectional or sexual orientation, genetic
46 information, pregnancy or breastfeeding, sex, gender identity or

EXPLANATION – Matter enclosed in bold-faced brackets **thus** in the above bill is
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 expression, disability or atypical hereditary cellular or blood trait of
2 any individual, or because of the liability for service in the Armed
3 Forces of the United States or the nationality of any individual, or
4 because of the refusal to submit to a genetic test or make available
5 the results of a genetic test to an employer, to refuse to hire or
6 employ or to bar or to discharge or require to retire, unless justified
7 by lawful considerations other than age, from employment such
8 individual or to discriminate against such individual in
9 compensation or in terms, conditions or privileges of employment;
10 provided, however, it shall not be an unlawful employment practice
11 to refuse to accept for employment an applicant who has received a
12 notice of induction or orders to report for active duty in the armed
13 forces; provided further that nothing herein contained shall be
14 construed to bar an employer from refusing to accept for
15 employment any person on the basis of sex in those certain
16 circumstances where sex is a bona fide occupational qualification,
17 reasonably necessary to the normal operation of the particular
18 business or enterprise; [provided further that nothing herein
19 contained shall be construed to bar an employer from refusing to
20 accept for employment or to promote any person over 70 years of
21 age;] provided further that it shall not be an unlawful employment
22 practice for a club exclusively social or fraternal to use club
23 membership as a uniform qualification for employment, or for a
24 religious association or organization to utilize religious affiliation
25 as a uniform qualification in the employment of clergy, religious
26 teachers or other employees engaged in the religious activities of
27 the association or organization, or in following the tenets of its
28 religion in establishing and utilizing criteria for employment of an
29 employee; provided further, that it shall not be an unlawful
30 employment practice to require the retirement of any employee
31 who, for the two-year period immediately before retirement, is
32 employed in a bona fide executive or a high policy-making position,
33 if that employee is entitled to an immediate non-forfeitable annual
34 retirement benefit from a pension, profit sharing, savings or
35 deferred retirement plan, or any combination of those plans, of the
36 employer of that employee which equals in the aggregate at least
37 \$27,000.00; and provided further that an employer may restrict
38 employment to citizens of the United States where such restriction
39 is required by federal law or is otherwise necessary to protect the
40 national interest.

41 The provisions of subsections a. and b. of section 57 of
42 P.L.2003, c.246 (C.34:11A-20), and the provisions of section 58 of
43 P.L.2003, c.246 (C.26:8A-11), shall not be deemed to be an
44 unlawful discrimination under P.L.1945, c.169 (C.10:5-1 et seq.).

45 For the purposes of this subsection, a "bona fide executive" is a
46 top level employee who exercises substantial executive authority
47 over a significant number of employees and a large volume of
48 business. A "high policy-making position" is a position in which a

1 person plays a significant role in developing policy and in
2 recommending the implementation thereof.

3 For the purposes of this subsection, an unlawful employment
4 practice occurs, with respect to discrimination in compensation or
5 in the financial terms or conditions of employment, each occasion
6 that an individual is affected by application of a discriminatory
7 compensation decision or other practice, including, but not limited
8 to, each occasion that wages, benefits, or other compensation are
9 paid, resulting in whole or in part from the decision or other
10 practice.

11 In addition to any other relief authorized by the "Law Against
12 Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.) for
13 discrimination in compensation or in the financial terms or
14 conditions of employment, liability shall accrue and an aggrieved
15 person may obtain relief for back pay for the entire period of time,
16 except not more than six years, in which the violation with regard to
17 discrimination in compensation or in the financial terms or
18 conditions of employment has been continuous, if the violation
19 continues to occur within the statute of limitations.

20 Nothing in this subsection shall prohibit the application of the
21 doctrine of "continuing violation" or the "discovery rule" to any
22 appropriate claim as those doctrines currently exist in New Jersey
23 common law. It shall be an unlawful employment practice to
24 require employees or prospective employees to consent to a
25 shortened statute of limitations or to waive any of the protections
26 provided by the "Law Against Discrimination," P.L.1945, c.169
27 (C.10:5-1 et seq.).

28 b. For a labor organization, because of the race, creed, color,
29 national origin, ancestry, age, marital status, civil union status,
30 domestic partnership status, affectional or sexual orientation,
31 gender identity or expression, disability, pregnancy or
32 breastfeeding, or sex of any individual, or because of the liability
33 for service in the Armed Forces of the United States or nationality
34 of any individual, to exclude or to expel from its membership such
35 individual or to discriminate in any way against any of its members,
36 against any applicant for, or individual included in, any apprentice
37 or other training program or against any employer or any individual
38 employed by an employer; provided, however, that nothing herein
39 contained shall be construed to bar a labor organization from
40 excluding from its apprentice or other training programs any person
41 on the basis of sex in those certain circumstances where sex is a
42 bona fide occupational qualification reasonably necessary to the
43 normal operation of the particular apprentice or other training
44 program.

45 c. For any employer or employment agency to print or circulate
46 or cause to be printed or circulated any statement, advertisement or
47 publication, or to use any form of application for employment, or to
48 make an inquiry in connection with prospective employment, which

1 expresses, directly or indirectly, any limitation, specification or
2 discrimination as to race, creed, color, national origin, ancestry,
3 age, marital status, civil union status, domestic partnership status,
4 affectional or sexual orientation, gender identity or expression,
5 disability, nationality, pregnancy or breastfeeding, or sex or liability
6 of any applicant for employment for service in the Armed Forces of
7 the United States, or any intent to make any such limitation,
8 specification or discrimination, unless based upon a bona fide
9 occupational qualification.

10 d. For any person to take reprisals against any person because
11 that person has opposed any practices or acts forbidden under this
12 act or because that person has sought legal advice regarding rights
13 under this act, shared relevant information with legal counsel,
14 shared information with a governmental entity, or filed a complaint,
15 testified or assisted in any proceeding under this act or to coerce,
16 intimidate, threaten or interfere with any person in the exercise or
17 enjoyment of, or on account of that person having aided or
18 encouraged any other person in the exercise or enjoyment of, any
19 right granted or protected by this act.

20 e. For any person, whether an employer or an employee or not,
21 to aid, abet, incite, compel or coerce the doing of any of the acts
22 forbidden under this act, or to attempt to do so.

23 f. (1) For any owner, lessee, proprietor, manager,
24 superintendent, agent, or employee of any place of public
25 accommodation directly or indirectly to refuse, withhold from or
26 deny to any person any of the accommodations, advantages,
27 facilities or privileges thereof, or to discriminate against any person
28 in the furnishing thereof, or directly or indirectly to publish,
29 circulate, issue, display, post or mail any written or printed
30 communication, notice, or advertisement to the effect that any of
31 the accommodations, advantages, facilities, or privileges of any
32 such place will be refused, withheld from, or denied to any person
33 on account of the race, creed, color, national origin, ancestry,
34 marital status, civil union status, domestic partnership status,
35 pregnancy or breastfeeding, sex, gender identity or expression,
36 affectional or sexual orientation, disability, liability for service in
37 the Armed Forces of the United States or nationality of such person,
38 or that the patronage or custom thereof of any person of any
39 particular race, creed, color, national origin, ancestry, marital status,
40 civil union status, domestic partnership status, pregnancy or
41 breastfeeding status, sex, gender identity or expression, affectional
42 or sexual orientation, disability, liability for service in the Armed
43 Forces of the United States or nationality is unwelcome,
44 objectionable or not acceptable, desired or solicited, and the
45 production of any such written or printed communication, notice or
46 advertisement, purporting to relate to any such place and to be made
47 by any owner, lessee, proprietor, superintendent or manager thereof,
48 shall be presumptive evidence in any action that the same was

1 authorized by such person; provided, however, that nothing
2 contained herein shall be construed to bar any place of public
3 accommodation which is in its nature reasonably restricted
4 exclusively to individuals of one sex, and which shall include but
5 not be limited to any summer camp, day camp, or resort camp,
6 bathhouse, dressing room, swimming pool, gymnasium, comfort
7 station, dispensary, clinic or hospital, or school or educational
8 institution which is restricted exclusively to individuals of one sex,
9 provided individuals shall be admitted based on their gender
10 identity or expression, from refusing, withholding from or denying
11 to any individual of the opposite sex any of the accommodations,
12 advantages, facilities or privileges thereof on the basis of sex;
13 provided further, that the foregoing limitation shall not apply to any
14 restaurant as defined in R.S.33:1-1 or place where alcoholic
15 beverages are served.

16 (2) Notwithstanding the definition of "a place of public
17 accommodation" as set forth in subsection 1. of section 5 of
18 P.L.1945, c.169 (C.10:5-5), for any owner, lessee, proprietor,
19 manager, superintendent, agent, or employee of any private club or
20 association to directly or indirectly refuse, withhold from or deny to
21 any individual who has been accepted as a club member and has
22 contracted for or is otherwise entitled to full club membership any
23 of the accommodations, advantages, facilities or privileges thereof,
24 or to discriminate against any member in the furnishing thereof on
25 account of the race, creed, color, national origin, ancestry, marital
26 status, civil union status, domestic partnership status, pregnancy or
27 breastfeeding, sex, gender identity, or expression, affectional or
28 sexual orientation, disability, liability for service in the Armed
29 Forces of the United States or nationality of such person.

30 In addition to the penalties otherwise provided for a violation of
31 P.L.1945, c.169 (C.10:5-1 et seq.), if the violator of paragraph (2)
32 of subsection f. of this section is the holder of an alcoholic beverage
33 license issued under the provisions of R.S.33:1-12 for that private
34 club or association, the matter shall be referred to the Director of
35 the Division of Alcoholic Beverage Control who shall impose an
36 appropriate penalty in accordance with the procedures set forth in
37 R.S.33:1-31.

38 g. For any person, including but not limited to, any owner,
39 lessee, sublessee, assignee or managing agent of, or other person
40 having the right of ownership or possession of or the right to sell,
41 rent, lease, assign, or sublease any real property or part or portion
42 thereof, or any agent or employee of any of these:

43 (1) To refuse to sell, rent, lease, assign, or sublease or otherwise
44 to deny to or withhold from any person or group of persons any real
45 property or part or portion thereof because of race, creed, color,
46 national origin, ancestry, marital status, civil union status, domestic
47 partnership status, pregnancy or breastfeeding, sex, gender identity
48 or expression, affectional or sexual orientation, familial status,

1 disability, liability for service in the Armed Forces of the United
2 States, nationality, or source of lawful income used for rental or
3 mortgage payments;

4 (2) To discriminate against any person or group of persons
5 because of race, creed, color, national origin, ancestry, marital
6 status, civil union status, domestic partnership status, pregnancy or
7 breastfeeding, sex, gender identity or expression, affectional or
8 sexual orientation, familial status, disability, liability for service in
9 the Armed Forces of the United States, nationality or source of
10 lawful income used for rental or mortgage payments in the terms,
11 conditions or privileges of the sale, rental or lease of any real
12 property or part or portion thereof or in the furnishing of facilities
13 or services in connection therewith;

14 (3) To print, publish, circulate, issue, display, post or mail, or
15 cause to be printed, published, circulated, issued, displayed, posted
16 or mailed any statement, advertisement, publication or sign, or to
17 use any form of application for the purchase, rental, lease,
18 assignment or sublease of any real property or part or portion
19 thereof, or to make any record or inquiry in connection with the
20 prospective purchase, rental, lease, assignment, or sublease of any
21 real property, or part or portion thereof which expresses, directly or
22 indirectly, any limitation, specification or discrimination as to race,
23 creed, color, national origin, ancestry, marital status, civil union
24 status, domestic partnership status, pregnancy or breastfeeding, sex,
25 gender identity, or expression, affectional or sexual orientation,
26 familial status, disability, liability for service in the Armed Forces
27 of the United States, nationality, or source of lawful income used
28 for rental or mortgage payments, or any intent to make any such
29 limitation, specification or discrimination, and the production of
30 any such statement, advertisement, publicity, sign, form of
31 application, record, or inquiry purporting to be made by any such
32 person shall be presumptive evidence in any action that the same
33 was authorized by such person; provided, however, that nothing
34 contained in this subsection shall be construed to bar any person
35 from refusing to sell, rent, lease, assign or sublease or from
36 advertising or recording a qualification as to sex for any room,
37 apartment, flat in a dwelling or residential facility which is planned
38 exclusively for and occupied by individuals of one sex to any
39 individual of the exclusively opposite sex on the basis of sex
40 provided individuals shall be qualified based on their gender
41 identity or expression;

42 (4) To refuse to sell, rent, lease, assign, or sublease or otherwise
43 to deny to or withhold from any person or group of persons any real
44 property or part or portion thereof because of the source of any
45 lawful income received by the person or the source of any lawful
46 rent payment to be paid for the real property; or

47 (5) To refuse to rent or lease any real property to another person
48 because that person's family includes children under 18 years of

1 age, or to make an agreement, rental or lease of any real property
2 which provides that the agreement, rental or lease shall be rendered
3 null and void upon the birth of a child. This paragraph shall not
4 apply to housing for older persons as defined in subsection mm. of
5 section 5 of P.L.1945, c.169 (C.10:5-5).

6 h. For any person, including but not limited to, any real estate
7 broker, real estate salesperson, or employee or agent thereof:

8 (1) To refuse to sell, rent, assign, lease or sublease, or offer for
9 sale, rental, lease, assignment, or sublease any real property or part
10 or portion thereof to any person or group of persons or to refuse to
11 negotiate for the sale, rental, lease, assignment, or sublease of any
12 real property or part or portion thereof to any person or group of
13 persons because of race, creed, color, national origin, ancestry,
14 marital status, civil union status, domestic partnership status,
15 familial status, pregnancy or breastfeeding, sex, gender identity or
16 expression, affectional or sexual orientation, liability for service in
17 the Armed Forces of the United States, disability, nationality, or
18 source of lawful income used for rental or mortgage payments, or to
19 represent that any real property or portion thereof is not available
20 for inspection, sale, rental, lease, assignment, or sublease when in
21 fact it is so available, or otherwise to deny or withhold any real
22 property or any part or portion of facilities thereof to or from any
23 person or group of persons because of race, creed, color, national
24 origin, ancestry, marital status, civil union status, domestic
25 partnership status, familial status, pregnancy or breastfeeding, sex,
26 gender identity or expression, affectional or sexual orientation,
27 disability, liability for service in the Armed Forces of the United
28 States, or nationality;

29 (2) To discriminate against any person because of race, creed,
30 color, national origin, ancestry, marital status, civil union status,
31 domestic partnership status, familial status, pregnancy or
32 breastfeeding, sex, gender identity or expression, affectional or
33 sexual orientation, disability, liability for service in the Armed
34 Forces of the United States, nationality, or source of lawful income
35 used for rental or mortgage payments in the terms, conditions or
36 privileges of the sale, rental, lease, assignment or sublease of any
37 real property or part or portion thereof or in the furnishing of
38 facilities or services in connection therewith;

39 (3) To print, publish, circulate, issue, display, post, or mail, or
40 cause to be printed, published, circulated, issued, displayed, posted
41 or mailed any statement, advertisement, publication or sign, or to
42 use any form of application for the purchase, rental, lease,
43 assignment, or sublease of any real property or part or portion
44 thereof or to make any record or inquiry in connection with the
45 prospective purchase, rental, lease, assignment, or sublease of any
46 real property or part or portion thereof which expresses, directly or
47 indirectly, any limitation, specification or discrimination as to race,
48 creed, color, national origin, ancestry, marital status, civil union

1 status, domestic partnership status, familial status, pregnancy or
2 breastfeeding, sex, gender identity or expression, affectional or
3 sexual orientation, disability, liability for service in the Armed
4 Forces of the United States, nationality, or source of lawful income
5 used for rental or mortgage payments or any intent to make any
6 such limitation, specification or discrimination, and the production
7 of any such statement, advertisement, publicity, sign, form of
8 application, record, or inquiry purporting to be made by any such
9 person shall be presumptive evidence in any action that the same
10 was authorized by such person; provided, however, that nothing
11 contained in this subsection h., shall be construed to bar any person
12 from refusing to sell, rent, lease, assign or sublease or from
13 advertising or recording a qualification as to sex for any room,
14 apartment, flat in a dwelling or residential facility which is planned
15 exclusively for and occupied exclusively by individuals of one sex
16 to any individual of the opposite sex on the basis of sex, provided
17 individuals shall be qualified based on their gender identity or
18 expression;

19 (4) To refuse to sell, rent, lease, assign, or sublease or otherwise
20 to deny to or withhold from any person or group of persons any real
21 property or part or portion thereof because of the source of any
22 lawful income received by the person or the source of any lawful
23 rent payment to be paid for the real property; or

24 (5) To refuse to rent or lease any real property to another person
25 because that person's family includes children under 18 years of
26 age, or to make an agreement, rental or lease of any real property
27 which provides that the agreement, rental or lease shall be rendered
28 null and void upon the birth of a child. This paragraph shall not
29 apply to housing for older persons as defined in subsection mm. of
30 section 5 of P.L.1945, c.169 (C.10:5-5).

31 i. For any person, bank, banking organization, mortgage
32 company, insurance company or other financial institution, lender
33 or credit institution involved in the making or purchasing of any
34 loan or extension of credit, for whatever purpose, whether secured
35 by residential real estate or not, including but not limited to
36 financial assistance for the purchase, acquisition, construction,
37 rehabilitation, repair or maintenance of any real property or part or
38 portion thereof or any agent or employee thereof:

39 (1) To discriminate against any person or group of persons
40 because of race, creed, color, national origin, ancestry, marital
41 status, civil union status, domestic partnership status, pregnancy or
42 breastfeeding, sex, gender identity or expression, affectional or
43 sexual orientation, disability, liability for service in the Armed
44 Forces of the United States, familial status or nationality, in the
45 granting, withholding, extending, modifying, renewing, or
46 purchasing, or in the fixing of the rates, terms, conditions or
47 provisions of any such loan, extension of credit or financial

- 1 assistance or purchase thereof or in the extension of services in
2 connection therewith;
- 3 (2) To use any form of application for such loan, extension of
4 credit or financial assistance or to make record or inquiry in
5 connection with applications for any such loan, extension of credit
6 or financial assistance which expresses, directly or indirectly, any
7 limitation, specification or discrimination as to race, creed, color,
8 national origin, ancestry, marital status, civil union status, domestic
9 partnership status, pregnancy or breastfeeding, sex, gender identity
10 or expression, affectional or sexual orientation, disability, liability
11 for service in the Armed Forces of the United States, familial status
12 or nationality or any intent to make any such limitation,
13 specification or discrimination; unless otherwise required by law or
14 regulation to retain or use such information;
- 15 (3) (Deleted by amendment, P.L.2003, c.180).
- 16 (4) To discriminate against any person or group of persons
17 because of the source of any lawful income received by the person
18 or the source of any lawful rent payment to be paid for the real
19 property; or
- 20 (5) To discriminate against any person or group of persons
21 because that person's family includes children under 18 years of
22 age, or to make an agreement or mortgage which provides that the
23 agreement or mortgage shall be rendered null and void upon the
24 birth of a child. This paragraph shall not apply to housing for older
25 persons as defined in subsection mm. of section 5 of P.L.1945,
26 c.169 (C.10:5-5).
- 27 j. For any person whose activities are included within the
28 scope of this act to refuse to post or display such notices concerning
29 the rights or responsibilities of persons affected by this act as the
30 Attorney General may by regulation require.
- 31 k. For any real estate broker, real estate salesperson or
32 employee or agent thereof or any other individual, corporation,
33 partnership, or organization, for the purpose of inducing a
34 transaction for the sale or rental of real property from which
35 transaction such person or any of its members may benefit
36 financially, to represent that a change has occurred or will or may
37 occur in the composition with respect to race, creed, color, national
38 origin, ancestry, marital status, civil union status, domestic
39 partnership status, familial status, pregnancy or breastfeeding, sex,
40 gender identity or expression, affectional or sexual orientation,
41 disability, liability for service in the Armed Forces of the United
42 States, nationality, or source of lawful income used for rental or
43 mortgage payments of the owners or occupants in the block,
44 neighborhood or area in which the real property is located, and to
45 represent, directly or indirectly, that this change will or may result
46 in undesirable consequences in the block, neighborhood or area in
47 which the real property is located, including, but not limited to the

1 lowering of property values, an increase in criminal or anti-social
2 behavior, or a decline in the quality of schools or other facilities.

3 1. For any person to refuse to buy from, sell to, lease from or
4 to, license, contract with, or trade with, provide goods, services or
5 information to, or otherwise do business with any other person on
6 the basis of the race, creed, color, national origin, ancestry, age,
7 pregnancy or breastfeeding, sex, gender identity or expression,
8 affectional or sexual orientation, marital status, civil union status,
9 domestic partnership status, liability for service in the Armed
10 Forces of the United States, disability, nationality, or source of
11 lawful income used for rental or mortgage payments of such other
12 person or of such other person's family members, partners,
13 members, stockholders, directors, officers, managers,
14 superintendents, agents, employees, business associates, suppliers,
15 or customers. This subsection shall not prohibit refusals or other
16 actions (1) pertaining to employee-employer collective bargaining,
17 labor disputes, or unfair labor practices, or (2) made or taken in
18 connection with a protest of unlawful discrimination or unlawful
19 employment practices.

20 m. For any person to:

21 (1) Grant or accept any letter of credit or other document which
22 evidences the transfer of funds or credit, or enter into any contract
23 for the exchange of goods or services, where the letter of credit,
24 contract, or other document contains any provisions requiring any
25 person to discriminate against or to certify that he, she or it has not
26 dealt with any other person on the basis of the race, creed, color,
27 national origin, ancestry, age, pregnancy or breastfeeding, sex,
28 gender identity or expression, affectional or sexual orientation,
29 marital status, civil union status, domestic partnership status,
30 disability, liability for service in the Armed Forces of the United
31 States, or nationality of such other person or of such other person's
32 family members, partners, members, stockholders, directors,
33 officers, managers, superintendents, agents, employees, business
34 associates, suppliers, or customers.

35 (2) Refuse to grant or accept any letter of credit or other
36 document which evidences the transfer of funds or credit, or refuse
37 to enter into any contract for the exchange of goods or services, on
38 the ground that it does not contain such a discriminatory provision
39 or certification.

40 The provisions of this subsection shall not apply to any letter of
41 credit, contract, or other document which contains any provision
42 pertaining to employee-employer collective bargaining, a labor
43 dispute or an unfair labor practice, or made in connection with the
44 protest of unlawful discrimination or an unlawful employment
45 practice, if the other provisions of such letter of credit, contract, or
46 other document do not otherwise violate the provisions of this
47 subsection.

- 1 n. For any person to aid, abet, incite, compel, coerce, or induce
2 the doing of any act forbidden by subsections l. and m. of section
3 11 of P.L.1945, c.169 (C.10:5-12), or to attempt, or to conspire to
4 do so. Such prohibited conduct shall include, but not be limited to:
- 5 (1) Buying from, selling to, leasing from or to, licensing,
6 contracting with, trading with, providing goods, services, or
7 information to, or otherwise doing business with any person
8 because that person does, or agrees or attempts to do, any such act
9 or any act prohibited by this subsection; or
- 10 (2) Boycotting, commercially blacklisting or refusing to buy
11 from, sell to, lease from or to, license, contract with, provide goods,
12 services or information to, or otherwise do business with any person
13 because that person has not done or refuses to do any such act or
14 any act prohibited by this subsection; provided that this subsection
15 shall not prohibit refusals or other actions either pertaining to
16 employee-employer collective bargaining, labor disputes, or unfair
17 labor practices, or made or taken in connection with a protest of
18 unlawful discrimination or unlawful employment practices.
- 19 o. For any multiple listing service, real estate brokers'
20 organization or other service, organization or facility related to the
21 business of selling or renting dwellings to deny any person access
22 to or membership or participation in such organization, or to
23 discriminate against such person in the terms or conditions of such
24 access, membership, or participation, on account of race, creed,
25 color, national origin, ancestry, age, marital status, civil union
26 status, domestic partnership status, familial status, pregnancy or
27 breastfeeding, sex, gender identity or expression, affectional or
28 sexual orientation, disability, liability for service in the Armed
29 Forces of the United States or nationality.
- 30 p. Nothing in the provisions of this section shall affect the
31 ability of an employer to require employees to adhere to reasonable
32 workplace appearance, grooming and dress standards not precluded
33 by other provisions of State or federal law, except that an employer
34 shall allow an employee to appear, groom and dress consistent with
35 the employee's gender identity or expression.
- 36 q. (1) For any employer to impose upon a person as a
37 condition of obtaining or retaining employment, including
38 opportunities for promotion, advancement or transfers, any terms or
39 conditions that would require a person to violate or forego a
40 sincerely held religious practice or religious observance, including
41 but not limited to the observance of any particular day or days or
42 any portion thereof as a Sabbath or other holy day in accordance
43 with the requirements of the religion or religious belief, unless,
44 after engaging in a bona fide effort, the employer demonstrates that
45 it is unable to reasonably accommodate the employee's religious
46 observance or practice without undue hardship on the conduct of the
47 employer's business. Notwithstanding any other provision of law to
48 the contrary, an employee shall not be entitled to premium wages or

1 premium benefits for work performed during hours to which those
2 premium wages or premium benefits would ordinarily be
3 applicable, if the employee is working during those hours only as an
4 accommodation to his religious requirements. Nothing in this
5 subsection q. shall be construed as reducing:

6 (a) The number of the hours worked by the employee which are
7 counted towards the accruing of seniority, pension or other benefits;
8 or

9 (b) Any premium wages or benefits provided to an employee
10 pursuant to a collective bargaining agreement.

11 (2) For an employer to refuse to permit an employee to utilize
12 leave, as provided for in this subsection q., which is solely used to
13 accommodate the employee's sincerely held religious observance or
14 practice. Except where it would cause an employer to incur an
15 undue hardship, no person shall be required to remain at his place
16 of employment during any day or days or portion thereof that, as a
17 requirement of his religion, he observes as his Sabbath or other holy
18 day, including a reasonable time prior and subsequent thereto for
19 travel between his place of employment and his home; provided that
20 any such absence from work shall, wherever practicable in the
21 reasonable judgment of the employer, be made up by an equivalent
22 amount of time and work at some other mutually convenient time,
23 or shall be charged against any leave with pay ordinarily granted,
24 other than sick leave, and any such absence not so made up or
25 charged, may be treated by the employer of that person as leave
26 taken without pay.

27 (3) (a) For purposes of this subsection q., "undue hardship"
28 means an accommodation requiring unreasonable expense or
29 difficulty, unreasonable interference with the safe or efficient
30 operation of the workplace or a violation of a bona fide seniority
31 system or a violation of any provision of a bona fide collective
32 bargaining agreement.

33 (b) In determining whether the accommodation constitutes an
34 undue hardship, the factors considered shall include:

35 (i) The identifiable cost of the accommodation, including the
36 costs of loss of productivity and of retaining or hiring employees or
37 transferring employees from one facility to another, in relation to
38 the size and operating cost of the employer.

39 (ii) The number of individuals who will need the particular
40 accommodation for a sincerely held religious observance or
41 practice.

42 (iii) For an employer with multiple facilities, the degree to
43 which the geographic separateness or administrative or fiscal
44 relationship of the facilities will make the accommodation more
45 difficult or expensive.

46 (c) An accommodation shall be considered to constitute an
47 undue hardship if it will result in the inability of an employee to

1 perform the essential functions of the position in which he or she is
2 employed.

3 (d) (i) The provisions of this subsection q. shall be applicable
4 only to reasonable accommodations of religious observances and
5 shall not supersede any definition of undue hardship or standards
6 for reasonable accommodation of the disabilities of employees.

7 (ii) This subsection q. shall not apply where the uniform
8 application of terms and conditions of attendance to employees is
9 essential to prevent undue hardship to the employer. The burden of
10 proof regarding the applicability of this subparagraph (d) shall be
11 upon the employer.

12 r. For any employer to take reprisals against any employee for
13 requesting from, discussing with, or disclosing to, any other
14 employee or former employee of the employer, a lawyer from
15 whom the employee seeks legal advice, or any government agency
16 information regarding the job title, occupational category, and rate
17 of compensation, including benefits, of the employee or any other
18 employee or former employee of the employer, or the gender, race,
19 ethnicity, military status, or national origin of the employee or any
20 other employee or former employee of the employer, regardless of
21 whether the request was responded to, or to require, as a condition
22 of employment, any employee or prospective employee to sign a
23 waiver, or to otherwise require an employee or prospective
24 employee to agree, not to make those requests or disclosures.
25 Nothing in this subsection shall be construed to require an
26 employee to disclose such information about the employee herself
27 to any other employee or former employee of the employer or to
28 any authorized representative of the other employee or former
29 employee.

30 s. For an employer to treat, for employment-related purposes, a
31 woman employee that the employer knows, or should know, is
32 affected by pregnancy or breastfeeding in a manner less favorable
33 than the treatment of other persons not affected by pregnancy or
34 breastfeeding but similar in their ability or inability to work. In
35 addition, an employer of an employee who is a woman affected by
36 pregnancy shall make available to the employee reasonable
37 accommodation in the workplace, such as bathroom breaks, breaks
38 for increased water intake, periodic rest, assistance with manual
39 labor, job restructuring or modified work schedules, and temporary
40 transfers to less strenuous or hazardous work, for needs related to
41 the pregnancy when the employee, based on the advice of her
42 physician, requests the accommodation, and, in the case of a
43 employee breast feeding her infant child, the accommodation shall
44 include reasonable break time each day to the employee and a
45 suitable room or other location with privacy, other than a toilet stall,
46 in close proximity to the work area for the employee to express
47 breast milk for the child, unless the employer can demonstrate that
48 providing the accommodation would be an undue hardship on the

1 business operations of the employer. The employer shall not in any
2 way penalize the employee in terms, conditions or privileges of
3 employment for requesting or using the accommodation. Workplace
4 accommodation provided pursuant to this subsection and paid or
5 unpaid leave provided to an employee affected by pregnancy or
6 breastfeeding shall not be provided in a manner less favorable than
7 accommodations or leave provided to other employees not affected
8 by pregnancy or breastfeeding but similar in their ability or inability
9 to work. This subsection shall not be construed as otherwise
10 increasing or decreasing any employee's rights under law to paid or
11 unpaid leave in connection with pregnancy or breastfeeding.

12 For the purposes of this section "pregnancy or breastfeeding"
13 means pregnancy, childbirth, and breast feeding or expressing milk
14 for breastfeeding, or medical conditions related to pregnancy,
15 childbirth, or breastfeeding, including recovery from childbirth.

16 For the purposes of this subsection, in determining whether an
17 accommodation would impose undue hardship on the operation of
18 an employer's business, the factors to be considered include: the
19 overall size of the employer's business with respect to the number
20 of employees, number and type of facilities, and size of budget; the
21 type of the employer's operations, including the composition and
22 structure of the employer's workforce; the nature and cost of the
23 accommodation needed, taking into consideration the availability of
24 tax credits, tax deductions, and outside funding; and the extent to
25 which the accommodation would involve waiver of an essential
26 requirement of a job as opposed to a tangential or non-business
27 necessity requirement.

28 t. For an employer to pay any of its employees who is a
29 member of a protected class at a rate of compensation, including
30 benefits, which is less than the rate paid by the employer to
31 employees who are not members of the protected class for
32 substantially similar work, when viewed as a composite of skill,
33 effort and responsibility. An employer who is paying a rate of
34 compensation in violation of this subsection shall not reduce the
35 rate of compensation of any employee in order to comply with this
36 subsection. An employer may pay a different rate of compensation
37 only if the employer demonstrates that the differential is made
38 pursuant to a seniority system, a merit system, or the employer
39 demonstrates:

40 (1) That the differential is based on one or more legitimate, bona
41 fide factors other than the characteristics of members of the
42 protected class, such as training, education or experience, or the
43 quantity or quality of production;

44 (2) That the factor or factors are not based on, and do not
45 perpetuate, a differential in compensation based on sex or any other
46 characteristic of members of a protected class;

47 (3) That each of the factors is applied reasonably;

1 (4) That one or more of the factors account for the entire wage
2 differential; and

3 (5) That the factors are job-related with respect to the position
4 in question and based on a legitimate business necessity. A factor
5 based on business necessity shall not apply if it is demonstrated that
6 there are alternative business practices that would serve the same
7 business purpose without producing the wage differential.

8 Comparisons of wage rates shall be based on wage rates in all of
9 an employer's operations or facilities. For the purposes of this
10 subsection, "member of a protected class" means an employee who
11 has one or more characteristics, including race, creed, color,
12 national origin, nationality, ancestry, age, marital status, civil union
13 status, domestic partnership status, affectional or sexual orientation,
14 genetic information, pregnancy, sex, gender identity or expression,
15 disability or atypical hereditary cellular or blood trait of any
16 individual, or liability for service in the armed forces, for which
17 subsection a. of this section prohibits an employer from refusing to
18 hire or employ or barring or discharging or requiring to retire from
19 employment or discriminating against the individual in
20 compensation or in terms, conditions or privileges of employment.
21 (cf: P.L.2019, c.436, s.3)

22

23 3. Section 5 of P.L.1985, c.73 (C.10:5-12.1) is amended to read
24 as follows:

25 5. **【Notwithstanding any provision of law to the contrary】**As
26 an alternative to or in addition to any other sanction provided by
27 any other applicable law, relief for having been required to retire in
28 violation of the provisions of section 11 of P.L.1945, c. 169
29 (C.10:5-12), shall be available to the person aggrieved by that
30 violation **【solely】** through the procedure initiated by filing a
31 complaint with the Attorney General under the provisions of
32 P.L.1945, c. 169 (C.10:5-1 et seq.).

33 **【Notwithstanding any provision to the contrary of】**As an
34 alternative to or in addition to any other sanction provided by
35 section 16 of P.L.1945, c. 169 (C.10:5-17) or any other applicable
36 law, relief ordered for or granted to a person in connection with the
37 person being required to retire in violation of the provisions of
38 section 11 of P.L.1945, c. 169 (C.10:5-12) shall **【be limited to the**
39 **person's】** include reinstatement with back pay and interest.

40 This section shall not apply to a violation regarding an inquiry as
41 to an applicant's salary history pursuant to section 2 of P.L.2019,
42 c.199 (C.10:4-12.12).

43 (cf: P.L.2019, c.199, s.3)

44

45 4. Section 4 of P.L.1985, c.73 (C.10:5-2.2) is repealed.

46

47 5. This act shall take effect immediately.