
Protections Against Age

- 1 The New Jersey Law Against Discrimination (LAD) generally prohibits discrimination and harassment based on age by employers and labor organizations.** This means that an employer may not refuse to hire or promote someone, fire someone, or pay someone less, and a union cannot exclude or expel someone, because of their age.
- 2 While the federal Age Discrimination in Employment Act (ADEA) covers only individuals over the age of 40, the LAD prohibits age discrimination at any age.** So if a person who is 38 is denied a job in favor of someone in their early 20s because an employer wants to present a “youthful look,” they may sue. ~~By 30 age 30~~ If they believe them to be “too young” for the job, unless they are under 18.
- 3 Employers cannot decline to promote someone because they believe the person should be retiring soon,** or post an advertisement that states a preference for “young” employees. And if an employer knows or should know that someone is being harassed because of their age in a way that creates a hostile work environment, it must take reasonable steps to stop the harassment.
- 4 In addition, housing providers generally may not refuse to rent or lease property to someone because they have children under age 18.** There is an exception to this rule, however, for housing designated for older persons, such as housing that is intended for persons who are at least 55 years old.
- 5 It is unlawful to retaliate** against a person for exercising or attempting to exercise these or any other rights under the LAD.