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Things You Should Know About 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. ~~At age 30, an employer may not~~ 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.

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