

# Discrimination

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## Employment Discrimination Laws

There are numerous federal and state laws that protect employees from discrimination in the workplace. Some of the most well-known federal anti-discrimination laws include Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Equal Pay Act and the Pregnancy Discrimination Act (PDA). In New Jersey, the Law Against Discrimination (N.J.S.A. 10:5-12) (LAD) prohibits employers, regardless of size, whether paid or unpaid, from discriminating against employees based on:

- Sex
- Age
- Race
- Creed
- Color
- National Origin, Nationality, or Ancestry
- Disability
- Atypical Hereditary Cellular or Blood Trait
- Marital Status, Domestic Partnership or Civil Union Status
- Affectional or Sexual Orientation
- Gender Identity or Expression
- Pregnancy
- Service in the Armed Forces
- Genetic Information
- Refusal to Submit to a Genetic Test or Make Results Available to Employer

In addition to covering many different protected categories, the anti-discrimination laws are meant to address the full range of employment practices, including hiring, compensation, promotion, job assignment and termination. These laws also make it illegal for employers to punish or retaliate against individuals who have objected to unlawful discrimination in the workplace or have filed a charge or complaint of workplace discrimination.

# New Jersey Employment Lawyers Offering a Strategic Advantage in Workplace Discrimination Cases

Employment discrimination claims tend to be complicated and extremely fact sensitive. Whether we are pursuing an employment discrimination claim on behalf of an employee or defending the employer, Einhorn Barbarito attorneys are well equipped to help our clients achieve justice in their case whether it is in New Jersey State Court, Federal Court or before the Office of Administrative Law. Our experience representing both employers and workers gives our clients a competitive advantage in discrimination cases. We can evaluate the case from both sides and anticipate the types of arguments the opposition is likely to raise.

While our firm works to resolve employment discrimination cases at the earliest possible stage, our employment attorneys are well known throughout the New Jersey legal community for their ability to successfully take a case through trial and appeal. When a reasonable resolution proves to be unattainable through negotiation, our clients can trust that their case will be handled by highly trained litigators who will build the strongest case on their behalf. Our employment law attorneys also have extensive experience using alternative dispute resolution methods to settle employment discrimination matters, including representing our employers and employees in mediation and arbitration proceedings.

## Discuss Your Case with an Experienced Employment Discrimination Attorney at Einhorn Barbarito

Whether you are an employer in need of experienced defense counsel in an employment discrimination case, or a worker who has been illegally discriminated against, the attorneys in our Employment Law practice can provide you with skilled representation every step of the way. Our employment law team will carefully review your case and explain the various courses of action that may be available to you. To learn more about the legal services offered at Einhorn Barbarito or to schedule a consultation with our New Jersey employment lawyers, call our offices at [973-627-7300](tel:973-627-7300). Our lawyers represent employers and employees throughout the state of New Jersey.