

Your Legal Roadmap: Preparing for an Employment Discrimination Case in New Jersey

By [Swartz Swidler LLC](#)



Understanding Your Rights: Federal and State Laws Against Discrimination

Federal Laws

Title VII of the Civil Rights Act of 1964 prohibits discrimination based on race, color, religion, sex, or national origin.

New Jersey Laws

The New Jersey Law Against Discrimination (LAD) expands protections to include disability, marital status, sexual orientation, gender identity, and other categories.



Identifying Discrimination: Recognizing Disparate Treatment and Impact

1

Disparate Treatment

When an employer treats an employee differently based on a protected characteristic.

2

Disparate Impact

When an employer's policies or practices have a negative effect on a protected group, even if not intentionally discriminatory.



Building Your Case: Gathering Evidence and Documentation



Dates and Times

Keep a detailed record of events, including specific dates, times, and locations.



Communications

Save emails, letters, and other written communications related to your employment.



Witnesses

Identify any witnesses who can corroborate your experiences.



Filing a Complaint: Navigating the EEOC and State Agencies

1

EEOC

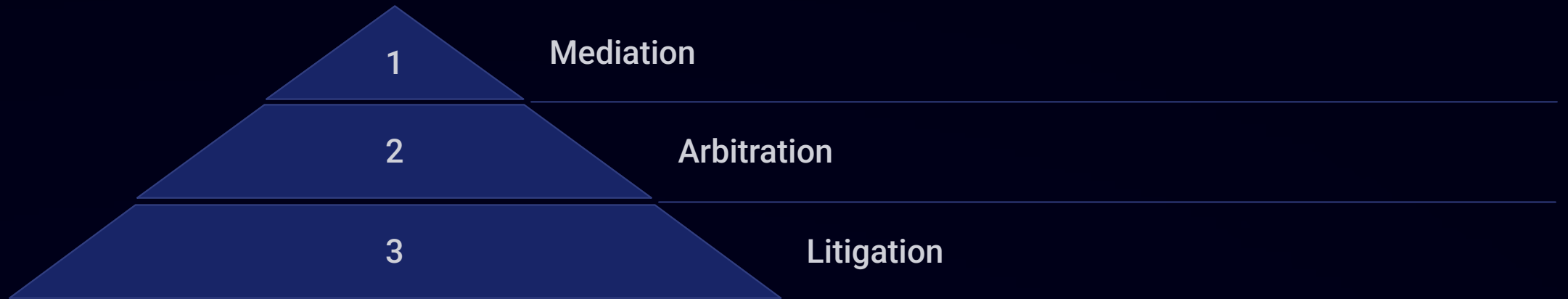
File a charge of discrimination with the Equal Employment Opportunity Commission (EEOC).

2

State Agencies

Simultaneously file a complaint with the New Jersey Division on Civil Rights (DCR).

Negotiating a Settlement: Exploring Alternative Dispute Resolution



Litigation: Preparing for Court Proceedings

1

Discovery

Gather information from the employer and witnesses through depositions, interrogatories, and document requests.

2

Trial

Present your case to a jury or judge, who will determine whether discrimination occurred.



Potential Remedies: Compensation and Equitable Relief

1

Back Pay

Compensation for lost wages and benefits.

2

Front Pay

Compensation for future lost wages and benefits.

3

Emotional Distress

Damages for emotional suffering.

4

Punitive Damages

Punishment for egregious conduct.



Contact Swartz Swidler LLC for Legal Support

Facing employment discrimination can be overwhelming, but you're not alone. Our dedicated attorneys specialize in protecting your workplace rights and are committed to helping you seek justice.

Get in Touch

Phone: (856) 685-7000

Email: info@swartzswidler.com

Address: 1878 Marlton Pike East, Suite 100, Cherry Hill, NJ
08003