DEPENDING ON WHAT TYPE OF BIAS INCIDENT YOU ARE REPORTING,
you may want to consider also reporting to the **NJ Division on Civil Rights** (DCR). DCR enforces the **NJ Law Against Discrimination** (LAD), and can get money damages and equitable relief for people who have been discriminated against or subjected to bias-based harassment in employment, housing, or places of public accommodation.

**The LAD prohibits discrimination based on actual or perceived:**
- Race
- Religion
- National Origin
- Gender
- Sexual Orientation
- Gender Identity or Expression
- Disability
- Other Protected Characteristics

**It applies in:**
- Employment
- Housing
- Places of Public Accommodation
  
  Including places open to or that serve the public like businesses, stores, schools, medical providers, and government offices or agencies

**IF YOU WERE SUBJECTED TO DISCRIMINATION OR BIAS-BASED HARASSMENT**

by your employer, housing provider, or a place of public accommodation, you can file a complaint with DCR by going to [https://bias.njcivilrights.gov](https://bias.njcivilrights.gov) or by calling **1.833.NJDCR4U** and asking a DCR receptionist to assist you in filling out the online form.

A DCR investigator will then contact you to conduct an **intake interview** to determine whether DCR has jurisdiction over your complaint. If it does, DCR will prepare a **verified complaint** form for your signature. Once you sign the verified complaint, you are known as the **Complainant**.

DCR will serve your complaint on the **Respondent**—the party that may have violated your civil rights. The Respondent has a chance to respond with their version of events.

DCR then conducts a **neutral investigation** to determine whether the law was violated.

To find out more or to file a complaint go to [www.njcivilrights.gov](http://www.njcivilrights.gov)