

Civil Rights Protections for Domestic Workers Frequently Asked Questions



Starting July 1, 2024, domestic workers are protected under New Jersey's civil rights law and have new work rights, thanks to the New Jersey Domestic Workers' Bill of Rights.

Who is a domestic worker?

Examples of domestic workers include, but are not limited to, housekeepers, cleaning personnel, in-home caregivers, and in-home chefs. Domestic work includes full-time, part-time, or temporary work in private homes.

What are my civil rights as a domestic worker?

As a domestic worker, you are protected under the New Jersey Law Against Discrimination from discrimination and harassment because of your race, religion, national origin, gender, sexual orientation, and [more](#). For more information about your work rights as a domestic worker, visit nj.gov/labor/domesticworkers.

How do I report bias and discrimination?

If you believe someone has discriminated against you or harassed you, you can file a complaint with the New Jersey Division on Civil Rights using our online system: bias.njcivilrights.gov. You can also call 1-833-NJDCR4U (833-653-2748).

The New Jersey Law Against Discrimination protects everyone. We will not ask you about your immigration status.

Am I protected against retaliation?

Yes. No one can take negative actions against you or your family members, such as firing you or reducing your hours, for reporting discrimination.

Where I can learn more about my work rights as a domestic worker?

Visit nj.gov/labor/domesticworkers to learn more about your rights as a domestic worker, including your right to be paid, from the New Jersey Department of Labor and Workforce Development. [Click here](#) to learn more about labor trafficking.