

The New Jersey Division on Civil Rights (DCR) Affirmative Enforcement Unit seeks two (2) highly-motivated first- or second-year law student(s) with a passion for protecting civil rights to participate in its 2025 summer internship program. **This is an unpaid position.**

### **BACKGROUND:**

The **New Jersey Division on Civil Rights (DCR)** is New Jersey's antidiscrimination agency. It has been enforcing the state's Law Against Discrimination and other related laws, including the New Jersey Family Leave Act and Fair Chance in Housing Act, since 1945, and, as an agency that falls under the state Office of the Attorney General (OAG), it is among the nation's most empowered and proactive state antidiscrimination agencies.

Whereas much of DCR's crucial and historic work involves addressing complaints of discrimination, **DCR's Affirmative Enforcement Unit (AEU) serves as the strategic investigation and impact litigation arm of the agency.** AEU initiates investigations and cases on behalf of DCR's Director that seek to root out systemic/pattern and practice discrimination, with the programmatic goal of proactively securing and advancing the rights of members of protected classes – especially the most marginalized members of New Jersey communities. AEU often acts in partnership with community advocates – at the local, state, and sometimes even inter-state level – both to identify and address pressing injustices as well as to pursue innovative antidiscrimination initiatives.

### **JOB DESCRIPTION:**

AEU 2025 summer interns will work alongside AEU Legal Specialists and Investigators, and also potentially with members from DCR's other units and with counsel from the OAG's Division of Law, on DCR's ongoing affirmative enforcement projects. DCR is committed to providing interns with meaningful and varied legal and advocacy experience, including the opportunity for independent legal research and writing projects. Interns will have the opportunity to work on a variety of civil rights issues, which may include employment discrimination, health equity, housing discrimination, immigrant rights, racial justice, LGBTQIA+ rights, disability rights, gender equity, and reproductive rights.

### **APPLICATION:**

**To apply, please submit the following application materials to [Alison.Potts@njcivilrights.gov](mailto:Alison.Potts@njcivilrights.gov)**

1. **Cover letter**
2. **Resume**
3. **Brief writing sample, legal or other, of no more than 10 pages that is unedited by others**
4. **Unofficial law school transcript**

Preference will be given to students with a commitment to public interest work, civil rights law, and/or social justice advocacy more broadly. In the cover letter, please indicate your interest in these areas. Please also indicate whether you plan to receive credit for the internship or whether you are receiving funding from your law school or applying for a grant or other funding source.

Please note that you must complete a Confidential Background Investigation Clearance Form if you intend to accept an offer for a position in the internship program. The internship position will be virtual, with an option of working in-person at DCR's Newark office. We encourage all interested students, including those who may not be able to join us physically, to apply.

**Applications are due by February 1, 2024** and will be reviewed on a rolling basis. If you have any questions, please reach out to the above email. The Attorney General's Office is an Equal Opportunity Employer and is committed to inclusive hiring and dedicated to diversity in our staff. **Please visit our website to learn more about us: [www.njcivilrights.gov](http://www.njcivilrights.gov).**