

AGE DISCRIMINATION PROHIBITED UNDER STATE LAWS—Continued
NEW JERSEY

Source	Coverage of persons or ages specified	Law applies to—	Exemptions	Discriminatory employment process prohibited	Administrative agency	Enforcement		Educational program authorized
						Procedure	Penalty	
Provisions on older workers enacted by amendment to law against discrimination, ch. 37, approved June 7, 1962, effective June 6, 1962, as amended; rulings of division.	Over 21	Employers; labor organizations; employment agencies.	Family employment; domestic service; nonprofit social club; fraternal; charitable; educational or religious association.	For employer: Refusing to hire; barring; discharging; discriminating in compensation, terms, conditions, or privileges of employment. For employer organization: Excluding from membership; expelling; discriminating in any way against member, employer, or other employee. For employer or employment agency: Printing or circulating of any statement or publication, using any application form or making any inquiry which expresses limitation, specification, or discrimination. Inquiring into date of birth or age of applicant, except when information is needed to maintain a bona fide occupational qualification; necessary so as not to interfere with operation of a bona fide retirement pension, employee benefit, or insurance plan or program. For employer, labor organization, or employment agency: Discharging, expelling, or otherwise discriminating against person for opposing forbidden practices, filing a complaint, or testifying or assisting in proceedings under this act. For any person: Aiding, abetting, inciting, compelling, or coercing the doing of forbidden practices or attempting to do so. Law does not apply to bona fide occupational qualifications or apprenticeship requirements; operation of bona fide retirement, pension, employee benefit, or insurance plan; termination or change of employment of person physically unable to perform his duties.	Division on civil rights in the department of law and public safety.	If conciliation fails, the director, after hearing, may issue cease-and-desist orders and file enforcement suits in the courts.	Willful violation of orders or interfering with the commission of a crime in the performance of its duties is a misdemeanor or punishable by imprisonment for not more than 1 year and/or more than \$500.	Yes.