

Business Owner:

The New Jersey League of Municipalities, in conjunction with The Division on Civil Rights, is reaching out to businesses regarding the recently amended poster regulations and updated posters required by the New Jersey Law Against Discrimination (NJLAD). Pursuant to [N.J.A.C. 13:8 - 1.2 and 2.2](#), all employers are required to post the new employment poster in a place that is easily accessible to all employees and prospective employees. State and local government agencies, and employers with at least 30 employees worldwide, must also post the new Family Leave Act (FLA) poster. In addition, pursuant to [N.J.A.C. 13:8 -1.4](#), if you run a business or service that is open to the public, you are required to display the updated public accommodations poster in a place that is easily accessible to patrons/clients/customers and prospective patrons/clients/customers. Employers are also required to make a copy of the posters available to each employee on an annual basis by either email delivery, personal delivery or through an internet or intranet website that is used by employees.

The following resources are available from the Division of Civil Rights:

- [Mandatory employment](#) poster
- [Mandatory FLA](#) poster
- [Mandatory place of public accommodation](#) poster
- All [DCR posters](#) and tools to help navigate the poster regulations

The updated requirements went into effect on August 1, 2022. Please update your posters immediately to guarantee that you are in compliance with the law. Any poster printed from the Division's website shall be printed on no smaller than letter size paper (8 ½ by 11 inches) and contain text that is fully legible and large enough to be easily read.