



# REMINDER: Large New Jersey Employers Required to Post Gender Equity Notice

## Client Advisories

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Reminder! New Jersey employers with 50 or more employees are now required to post and distribute a gender equity notice to employees. The posting requirement went in place earlier this month, and the personal distribution requirement deadline is **February 5, 2014**. The Law also requires this notice be distributed annually to all employees going forward.

This requirement is part of the anti-gender discrimination statute that Governor Chris Christie signed into law in September 2013. The law informs employees of their right to be free from gender-based discrimination in pay, compensation, benefits, or terms and conditions of employment.

Specifically, employers **with 50 or more employees** (regardless of whether those employees work inside or outside New Jersey) are required to:

- (1) Conspicuously post the gender equity notice in a place in the workplace accessible by all employees. In the event a covered employer has an Internet site or intranet site for exclusive use by its employees and to which all employees have access, posting of the gender equity notice on the covered employer's Internet site or intranet site satisfies the conspicuous posting requirement;
- (2) For each employee hired on or before January 6, 2014, the covered employer must provide that employee with a written copy of the gender equity notice no later than February 5, 2014;
- (3) For each employee hired after January 6, 2014, the covered employer must provide that employee with a written copy of the gender equity notice at the time of the employee's hiring;
- (4) Beginning January 6, 2014, covered employers must annually, on or before December 31 of each year, provide each employee a written copy of the gender equity notice.
- (5) Beginning January 6, 2014, covered employers must provide each employee a written copy of the gender equity notice upon first request of the employee.

Employers may distribute the notice to employees through e-mail, printed material, or an Internet or intranet site, if (i) the site is for the exclusive use of employees, (ii) the site can be accessed by all employees and (iii) the employer notifies employees that the notice has been posted online.

The New Jersey Department of Labor (DOL) requires employers to obtain a signed acknowledgment or electronic verification from each employee confirming their receipt of the gender equity notice. That acknowledgement/verification must indicate that the employee has received the gender equity notice and has read and understands its terms. This acknowledgment must be signed by the employee, in writing or by means of electronic verification, and returned to the covered employer within 30 days of its receipt.

A link to the DOL's gender equity notice can be found [here](#).

If you have any questions about this advisory or other labor and employment matter, please contact any member of Archer's **Labor & Employment Law Group** in Haddonfield, N.J., at (856) 795-2121, in Flemington, N.J., at (908) 788-9700, in Princeton, N.J., at (609) 580-3700, in Hackensack, N.J., at (201) 342-6000, in Philadelphia, Pa., at (215) 963-3300, or in Wilmington, Del., at (302) 777-4350.

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