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New Jersey Expands Protection Racket

By Suzanne E. Peters

Late last month, New Jersey Governor Chris Christie signed legislation amending the New Jersey Law Against Discrimination, N.J.S.A. 10:5-12 (the "NJLAD"). Pursuant to the amendments, New Jersey employers must provide workplace accommodations to any employee who is "affected by pregnancy," even if the employee is not "disabled" and the accommodation is not necessary for the employee to perform the essential functions of her job. The NJLAD was further amended to prohibit an employer from retaliating against an employee who requests information from other employees in connection with an investigation of the employer's possible discriminatory treatment concerning pay, compensation, bonuses or other compensation and benefits.