

SENATE, No. 87

STATE OF NEW JERSEY

Introduced Pending Technical Review by Legislative Counsel

PRE-FILED FOR INTRODUCTION IN THE 1996 SESSION

By Senator LIPMAN

1 AN ACT concerning penalties for violations of certain civil rights and  
2 amending P.L.1983, c.412.

3  
4 **BE IT ENACTED** by the Senate and General Assembly of the State  
5 of New Jersey:

6  
7 1. Section 2 of P.L.1983, c.412 (C.10:5-14.1a) is amended to read  
8 as follows:

9 2. Any person who violates any of the provisions of the "Law  
10 Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.), shall, in  
11 addition to any other relief or affirmative action provided by law, be  
12 liable to a penalty of not more than~~[\$2,000.00]~~ \$25,000.00 for the first  
13 offense and not more than~~[\$5,000.00]~~ \$50,000.00 for the second and  
14 each subsequent offense. The penalties shall be determined by the  
15 director in such amounts as he deems proper under the circumstances  
16 and included in his order following his finding of an unlawful  
17 discrimination or an unlawful employment practice pursuant to section  
18 16 of P.L.1945, c.169 (C.10:5-17). Any such amounts collected by  
19 the director shall be paid forthwith into the State Treasury for the  
20 general purposes of the State, except that at least 50% of each penalty,  
21 upon collection, shall be dedicated to the operational expenses of the  
22 division.

23 (cf: P.L.1983, c.412, s.2)

24  
25 2. This act shall take effect immediately.

26  
27  
28 STATEMENT

29  
30 At present, a person who violates the provisions of the New Jersey  
31 Law Against Discrimination," N.J.S.A.10:5-1 et seq., is subject to a  
32 penalty of up to \$2,000 for a first violation and up to \$5,000 for a

**EXPLANATION - Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and intended to be omitted in the law.**

**Matter underlined thus is new matter.**

1 second or subsequent violation. This bill increases these penalties to  
2 provide that a violator shall be subject to a penalty of up to \$25,000  
3 for a first offense and up to \$50,000 for a second or subsequent  
4 violation.

5 In addition, the bill provides that at least 50% of each penalty, upon  
6 collection, shall be dedicated to the operational expenses of the  
7 Division of Civil Rights.

8

9

10

---

11

12 Increases penalties for violations of Law Against Discrimination and  
13 dedicates portion to expenses of division.