



## New Jersey Employers: Required Gender Equity Poster

Effective January 6, 2014, New Jersey employers with 50 or more employees must post and distribute a notice informing workers of their rights for equitable pay and of the prohibition against gender discrimination.

The notice can be accessed at [here](#).

A covered employer must:

- Post the notice in a conspicuous place (which could include an intranet or internet site exclusively used by employees and to which all employees have access); and
- Provide their employees with a copy of the notice. This must be accomplished:
  - By February 5, 2014 (30 days after the issuance of the regulation by the DOL);
  - At the time of an employee's hiring, if the employee is hired after January 6, 2014;
  - Thereafter, annually (on or before December 31 of each year); and
  - Any time an employee requests a copy of the notice.

Employers must also obtain a signed acknowledgement of receipt of the notice from each employee that he or she has received it and understands it. This must be done every time an employee receives the notice and the signed acknowledgments must be maintained by the employer. Employees are supposed to complete the acknowledgement within 30 days of receiving the notice.

### Key Next Steps

- Employers that operate in the State of New Jersey can order the most recent version of our New Jersey State All-in-One poster by contacting [HR@hrknowledge.com](mailto:HR@hrknowledge.com)
- 1-4 posters, \$49.95 each
- 5 or more posters, \$39.95 each

(If you are a current full service client of HR Knowledge we will provide these updated posters at no charge to you, other than shipping. All other clients of HR Knowledge will be provided these updated posters at the above discounted rates, plus shipping costs.)

*This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this advisory, please contact HR Knowledge at 508.339.1300 or email us at [HR@hrknowledge.com](mailto:HR@hrknowledge.com).*