
From: Vivian Fernández [VPFSR@hr.Rutgers.edu]
Sent: Friday, February 07, 2014 12:51 PM
To: ADMINISTRATIVE_ALL@RAMS.RUTGERS.EDU
Subject: Important Information Regarding Federal and State Gender Equity Laws

Dear Rutgers colleagues,

Pursuant to new guidelines from the New Jersey Department of Labor and Workforce Development, all employers in the State of New Jersey are required to make available to all employees a notification entitled, "Right to be Free of Gender Inequity." This document, prepared by the NJ Department of Labor, details an employee's rights under New Jersey and federal law to be free from discrimination in respect to his or her pay, compensation, benefits, or the terms, conditions and privileges of employment on the basis of the individual's sex.

In order to comply with the notification aspect of the new guidelines, the notice prepared by the NJ Department of Labor has been posted on the UHR website at <http://uhr.rutgers.edu/sites/default/files/userfiles/Gender-Pay-Equity-ENG.pdf>. The notification is also available in Spanish at <http://uhr.rutgers.edu/sites/default/files/userfiles/Gender-Pay-Equity-ESP.pdf>.

Please note that, in addition to notifying all employees of their rights as presented in the "Right to be Free of Gender Inequity" notice, employees will also be required to acknowledge receipt and understanding of the information annually. A communication will be sent out to the Rutgers community early next week with additional information in this regard.

If you have any questions about the State and federal laws which guarantee your right to be free from gender discrimination, please contact the Office of Employment Equity within University Human Resources at (848) 932-3973, or via email at employmentequity@hr.rutgers.edu.

Thank you for your attention to this matter.

Sincerely,

Vivian Fernández
Vice President for Faculty & Staff Resources