

Outreach

Fall 2004

New Jersey's Greatest Strength is its Diversity

by Acting Governor Richard J. Codey



Acting Governor
Richard J. Codey

As I embark on what is unquestionably the greatest challenge of my public service career – assuming the governorship of the great State of New Jersey – I am humbled by the tremendous responsibility entrusted to me,

and committed to make the most of this unique opportunity to govern.

Upon taking the oath of office on November 15, 2004, I pledged to work tirelessly with state and local leaders to find solutions to some of the complex issues facing our state. To be sure, this is a time unlike any other in our state's history. The ongoing threat of domestic terrorism means bolstering homeland security and protecting our residents, communities and infrastructure from harm will continue to be our top priorities.

At the same time, we must work steadfastly to create jobs, stimulate our economy and implement the kinds of quality of life improvements that make New Jersey a great place to live, work and raise families.

With 31 years in public service, as an Assemblyman and a State Senator, I am proud of my record in advancing legislation and programs to make health care more affordable, expand stem cell research, improve public safety and protect our children and seniors. I have also been a long-time advocate for improving care and services for patients in mental health facilities across the state. As governor, I will work hard to

protect the most vulnerable members of our community, and continue my efforts to reform the state's mental health system so it is more accountable to taxpayers, and more responsive to the needs of the mentally ill.

I also strongly believe that New Jersey's greatest strength is its rich diversity. If we are to thrive and succeed as a state – both on a global-economic scale as well as the home for many different cultures and ethnic communities — we must honestly and thoroughly evaluate how well we are meeting the challenges of helping every resident of our state realize their dreams and become productive members of society.

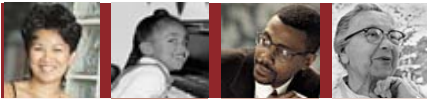
To that end, my administration will work hard to create conditions – in the workplace, in education and in the delivery of government services – that help produce a more inclusive society while protecting the rights of all people of our state against bias and unlawful discrimination.

New Jersey has a strong and proud history of championing civil rights and social justice. We were the first state to pass a civil rights law in April 1945, and earlier this year we reached yet another milestone by enacting the State's historic Domestic Partnership Act. Under the law, more New Jerseyans are eligible to receive health care and retirement benefits, as well as gain statutory protection against prejudice under New Jersey's Law Against Discrimination.

Next spring, New Jersey will celebrate the 60th anniversary of the state's Law Against Discrimination. It will be a time to reflect on how far we have come in the struggle to remove societal barriers and eradicate discrimination, and how far we still have to go to protect everyone's right to be free of bias, harassment and disparate treatment. I look forward to honoring that occasion and paying tribute to all those who have and continue to contribute to New Jersey's proud civil rights history. ▼

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Law Conference Is Catalyst For Change For Those with Disabilities

by Attorney General Peter C. Harvey

Whether it's casting a vote, deciding to enjoy a movie with family or friends, or making an appointment to see your doctor, most of us take these routine experiences for granted.

For the overwhelming majority of us, anything short of unfettered access and total freedom to make such personal decisions, and act on these choices, is unfathomable.

Yet, what may be considered routine to us is anything but that for many disabled residents living in our state.

Consider this: more than 720,000 residents living in New Jersey have some form of hearing loss. However, until recently, only three movie screens in the entire state showed closed-captioned movies.

But even if you were fortunate enough to live in the vicinity of these movie theaters, moviegoers still had to accept the fact that the theater owners dictated what day, what movie, and at what time a closed-captioned movie was offered. In almost all cases, such movies were never offered during prime times on weekends.

For too long, the simple pleasure of going to a movie and experiencing this part of our American culture has been virtually closed to the deaf and hard of hearing. This reality was made very clear to me during a law conference I attended last March at Montclair State University. Based on the information obtained at that conference, my office would ultimately take steps to address blatant inequalities in public access and accommodations for the deaf and hard of hearing.

The conference, "Protecting the Rights of People with Hearing Loss," was sponsored by the New Jersey Division on Civil Rights, the New Jersey Division of the Deaf and Hard of Hearing and the Philadelphia District Office of the U.S. Equal Employment Opportunity Commission. It was designed to educate the deaf and hard of hearing community about government services available to them.

During the conference I had an opportunity to meet several deaf and hard of hearing residents and listen to some of their concerns. What I discovered was that for many deaf and hard of hearing parents with hearing children, attending a movie without captions lessened the



Attorney General Harvey addresses the press using an American Sign Language interpreter

experience. And waiting to see a film on videotape was a weak substitute compared to enjoying a first run film on a big screen. Still others informed me that special accommodations for deaf and hard of hearing children to view films at schools or auditoriums only made the children more conscious of their disability.

While the Americans With Disabilities Act (ADA) requires assistive listening devices in all movie theaters, many hard of hearing individuals cannot fully benefit from these systems and require captioning to understand spoken language during films.

In September, after several meetings and discussions with advocates for the deaf and hard of hearing, Division on Civil Rights Director J. Frank Vespa-Papaleo and myself met with representatives of the state's five major movie theater chains: American Multi-Cinema (AMC), Loews, Clearview Cinemas, National Amusements and Regal Entertainment Group.

Our message was simple: Let's seize this opportunity to demonstrate what the public and private sectors can achieve by working cooperatively to expand equal access, and in the process, enhance the quality of life for hundreds of thousands of New Jerseyans. The results amounted to a huge milestone for New Jersey. Four of the five multiplex theater chains, which control nearly one-third of all movie theaters in the state, agreed to voluntary consent orders. The agreements will produce a total of 39 movie screens with

closed-captioned technology - in each case, the technology is Rear Window Captioning (RWC) - by the end of 2004. With that, New Jersey will be the world leader in having movie theater screens equipped with rear window captioning.

Other aspects of the voluntary agreements include the following:

- Installation of infrared listening devices on eleven movie screens in the state (there are currently none) to enable blind and visually-impaired moviegoers to hear film dialogue enhanced with narrated descriptions;
- Advertising of closed-captioned movies in newspapers;
- Posting of closed-captioned technology in theater box offices and lobbies;
- Training of staff on the use of RWC systems

We are currently in negotiations with Regal Entertainment and hope to reach an accord with them soon that will make their New Jersey movie theaters more accessible to the deaf and hard of hearing community.

Since announcing the agreements my office has received numerous thank you letters, including several from parents. One letter in particular stated that hard of hearing youngsters will benefit tremendously from this initiative because now they will be able to attend movies with friends and family and be able to discuss the film on equal footing.

That's extremely gratifying for me, Director Vespa-Papaleo, and all of the dedicated attorneys, advocates and staff who worked so hard on this effort.

But our work is far from over. Through our discussions with participants in the March law conference, we learned that some deaf and hard of hearing patients do not always have access to interpreters when discussing critical medical information at hospital emergency rooms. As a result, the Division on Civil Rights has been in contact with hospital organizations regarding these concerns.

The hospital organizations have been extremely helpful and cooperative, and we are encouraged that a solution to this problem can be reached that will ensure that deaf and hard of hearing patients receive the assistance they need when being treated at these facilities. ▼

From the Desk of the Director: Section 8 Cases Settled, Anti-Bullying Public Education Program



Director J. Frank Vespa-Papaleo

When I first established the Division's *Housing/MDRR Investigations Unit* in the past year, I believed that the problem of housing discrimination in New Jersey required special attention and

resources. With housing discrimination continuing to be a problem nationally, and in New Jersey, we needed to find more creative solutions to combat unlawful discrimination.

By creating an investigative unit devoted to housing discrimination cases, the Division made clear to the public, advocate organizations and the housing industry that allegations of unlawful discrimination in New Jersey will be aggressively pursued by the State.

An early focus of the unit was the investigation of allegations of discrimination against housing applicants utilizing Section 8 rental vouchers. Thanks to the dedicated efforts of unit staff, investigators and attorneys, I am pleased to announce that a year after the Division filed its first Section 8 housing discrimination complaints, all four of the Section 8 lawsuits have been settled.

Settlement agreements in Section 8 complaints against 599 Broadway Management, Clinton Manor Associates, Garden State Realty and Atlantic Coast Realty were reached over the past several months. In each case, while admitting no liability for the acts alleged, the defendants agreed to policies to discourage future acts of discrimination and educate those in the real estate and housing business on the Law Against Discrimination (LAD).

Under the consent orders and decrees obtained by the Division, defendants in these cases agree to: cease and desist from any discriminatory conduct; undergo training; display and distribute housing

posters and literature; submit to State monitoring; produce reports to the Division; and reimburse the Division's administrative and monitoring costs.

Additionally, on November 1 an agreement was reached with various respondents in a race discrimination complaint against a Mercer County apartment complex that had been accused of turning away prospective minority tenants while offering rental units for immediate occupancy to whites.

As in the Section 8 cases, the defendant in this case, Eastgate-Highgate Associates, owners of the 125-unit Highgate Apartments in Ewing, denied engaging in any acts of discrimination. But the defendant also offered no explanation for disparities in the way white and non-white applicants were treated. Under the terms of the settlement Eastgate-Highgate Associates will cease and desist from all discriminatory procedures and policies, agree to training on the LAD and monitoring by the Division of its application process.

Anti-bullying Public Education Program Announcement

The Division extends special thanks to the New Jersey Broadcasters Association for airing a Public Education Program announcement encouraging students, parents and educators to help report bias-based bullying in and around our schools. The script for the announcement was produced by the Division and began airing November 3 on radio stations across the state.

Attorney General Harvey recorded the announcement, which is part of an ongoing public awareness initiative to draw attention to the harmful effects of bias-based bullying against children.

The Division is among a partnership of public and private agencies participating in the State's "New Jersey Cares About Bullying" campaign which seeks to raise



Director Vespa-Papaleo with Carolyn Peoples, Assistant Secretary of the US Department of Housing and Urban Development

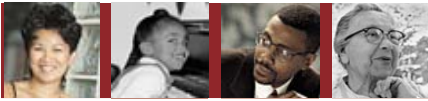
awareness about bullying behavior and help establish comprehensive, effective anti-bullying programs in schools and communities. Our message to the public is: "Stand Up To Bullying. Don't Stand By." For more information on the campaign go to our Web site: www.NJCivilRights.org, where you can also listen to the public service announcement. ▼

Want to Stay Informed?

Join Our Mailing List

To make sure you are kept up to date on Division on Civil Rights events, issues and publications, sign up for our mailing list online at

www.NJCivilRights.org



Division on Civil Rights Recognizes Roberto A. Rivera-Soto, New Jersey's First Hispanic State Supreme Court Justice



In observance of Hispanic Heritage Month, the New Jersey Division on Civil Rights congratulates State Supreme Court Justice Roberto A. Rivera-Soto, who took his seat on New Jersey's highest court on September 1, 2004.

Justice Rivera-Soto Born in New York City, Justice Rivera-Soto was raised in Puerto Rico and is the state's first Hispanic Supreme Court Justice. Here are some highlights from his legal career:

He graduated in 1970 from Colegio Nuestra Senora Del Pilar, Rio Piedras, Puerto Rico. He was also an honors graduate of Haverford College and named the Jose Padin Scholar of the Class of 1974. He received his Juris Doctorate from Cornell University School of Law in 1977, where he

was a Charles K. Burdick Scholar, and a member of the Moot Court Board.

A former federal prosecutor for the Eastern District of Pennsylvania, Justice Rivera-Soto's work as an Assistant United States Attorney was recognized in 1980 when he was awarded the U.S. Justice Department's "Director Award for Superior Performance as an Assistant United States Attorney." Additionally, he received commendations from the Federal Bureau of Investigation, the Bureau of Alcohol, Tobacco & Firearms of the U.S. Treasury Department, and the United States Customs Service.

Justice Rivera-Soto is a certified mediator in the U.S. District Court for the District of New Jersey. He also was a member and the former chair of the District VII Ethics Committee of the Supreme Court of New Jersey, as well as a former member of the Board of Directors of the Please Touch Museum. He has also served on the Board of Directors of the New Jersey Development Authority for Small Businesses, Minorities and Women's Enterprises, the Southern Nevada

Disciplinary Board of the State of Nevada, and as a former instructor in Trial Advocacy at Rutgers (Camden) School of Law.

At the time of his nomination to the bench, Justice Rivera-Soto was a partner at Fox Rothschild where he handled a wide range of legal matters primarily on the civil side of the law. He had previously served as senior vice president, general counsel and corporate secretary of Caesars World, and as vice president, corporate counsel and secretary of Greate Bay Hotel & Casino, in Atlantic City.

During a September 14 ceremonial swearing-in attended by Attorney General Peter C. Harvey, Division on Civil Rights Director J. Frank Vespa-Papaleo and other prominent members of the state's legal community, Justice Rivera-Soto thanked the many people who made the day possible and quoted Abraham Lincoln: "I am living witness that any one of your children may look to come here as my father's child has." ▼

More than 50 New Jersey Employers Participate in the Division's First Employer Advisory Council Meeting

More than 50 people representing New Jersey employers in the fields of health care, securities, real estate, banking and transportation attended the Division's first Employer Advisory Council (EAC) meeting held at the Palace Regency in Mt. Laurel, New Jersey, and hosted by EAC Co-Chair Armando Riccio, Esq., and Capehart Scatchard, LLC.

The meeting was an opportunity for employers to ask questions about anti-discrimination laws, regulations and training services provided by the Division. The EAC was established last spring in an effort to provide New Jersey employers with "resources and information to prevent and reduce discrimination in the workplace," according to Division Director J. Frank Vespa-Papaleo, who provided opening remarks for the September 23 meeting.



Director Vespa-Papaleo with Pamela S. Poff, Co-chair of the Division's Employer Advisory Council

After a brief overview of the Division's statutory responsibilities, policies and enforcement authority, employers had an opportunity to ask questions and talk with DCR senior staff about a range of issues important to the employer community. Several employers had questions about

disability discrimination and the responsibilities of employers under the Law Against Discrimination.

Based on a request from the EAC the Division has put together a resource package for employers called *Employing Workers with Disabilities, Incentives and Recommendations*.

The EAC will hold its next meeting on January 12, 2004, at the New Jersey Society of CPAs (NJSCPA) in Roseland, New Jersey. It will be hosted by EAC Co-Chair Jeffrey Kaszerman of the NJSCPA. For more information about the EAC, or to receive a copy of *Employing Workers with Disabilities, Incentives and Recommendations*, contact Bear Atwood at 609-292-5326 or bear.atwood@lps.state.nj.us.

You may also peruse the Web site at www.NJCivilRights.org for more information on the EAC. ▼

Sikh Coalition Translates and Distributes Division's Literature

In a collaborative effort to inform Sikhs living in New Jersey of their rights and protections against harassment and discrimination based on race or religion, the Sikh Coalition has translated and distributed literature produced by the NJ Division on Civil Rights into Punjabi, the native language of most Sikhs.

Fact sheets explaining the enforcement of laws prohibiting discrimination based on race and religion, and the recourse available to those who believe they have been subject to unlawful discrimination, will be made available at eight gurdwaras and various Web sites serving the Sikh community in New Jersey. The Fact Sheets also explain how to file complaints and where to go to obtain further

information about other services provided by the Division on Civil Rights.

“Since the tragic events of 9/11, many Sikhs living in New Jersey have been subject to harassment and discriminatory threats,” said J. Frank Vespa-Papaleo, Director of the NJ Division on Civil Rights. “The disparate treatment of someone because of their religious beliefs, race or of any of the protected categories is a violation of the Law Against Discrimination. Under Attorney General Peter C. Harvey, the Division on Civil Rights has and will continue to thoroughly and aggressively investigate complaints of discrimination and harassment, and hold violators accountable.”

“Ever since our participation in a civil rights summit meeting organized by Director Vespa-Papaleo last year, which brought together representatives from the state’s diverse Asian-American and Pacific-American communities, the Sikh Coalition has been working with the Division on ways to empower and educate the Sikh American community,” said Amardeep Singh, Legal Director of the Sikh Coalition. “By making these fact sheets available in Punjabi, and online, we are helping to protect the rights and religious freedoms of Sikhs throughout the state.”

Fact sheets in Punjabi, Arabic, Spanish and English are available at the Division’s offices as well as on its Web site: www.NJCivilRights.org. ▼

Reaching Out to Peru

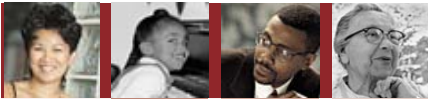


Peggy Anastos, EEO Officer of the Division of Consumer Affairs, Hector Ayala and Roberto Bustamante of the Division on Civil Rights present the Division on Civil Rights Award to the Honorable Ambassador Rosa Esther Silva y Silva, Consul General of Peru in New Jersey and Pennsylvania.

Movie Theater Accessibility Team



*At the press conference - the team that helped make New Jersey the world's leader in movie theater accessibility: **standing** Deputy Attorney General Anne Marie Kelly, Investigator Chris Tester, Director of the Division of Deaf and Hard of Hearing (DDHH) Brian Shomo, Assistant Attorney General Jeffrey Burstein, Division on Civil Rights Director J. Frank Vespa-Papaleo, **seated** Deputy Attorney General Brian Lipman, Bonnie Thomas, President of Northwest Jersey Association of the Deaf, and Jason Weiland of the (DDHH) with his guide dog Macy.*



Toms River Ruling Prompts Other School Districts to Review Anti-Harassment Policies

A ruling by the New Jersey Division on Civil Rights holding the Toms River Regional School District liable for unlawful bias-based harassment of a student has prompted other school districts to review their anti-harassment policies.

News articles published after Division on Civil Rights Director J. Frank Vespa-Papaleo issued his July 26 Order against the school district reported that several school districts around the state were reviewing their policies.

Director Vespa-Papaleo, whose Order requires the Toms River Regional School

District to implement more effective policies and explicitly state in student handbooks and other published materials that anti-homosexual harassment is prohibited, said stronger and specific policies protect both the schools and students.

“Schools are required under State Law to have anti-bullying policies in place to protect students and create environments around our schools that are free of threats and harassment. If they fail to do so, they can be held responsible,” said Vespa-Papaleo. “To that extent, school districts are reviewing their policies and procedures

to ensure compliance is a positive development. We need to continue to raise public awareness about the problem of bias-based bullying and harassment in our schools and playgrounds.”

The Toms River Regional School District has filed a notice to appeal the Division’s ruling. Once the school district files its appeal with the court, the Division intends to defend its decision. Several organizations have contacted the Division and expressed an interest in filing “friend of the court” briefs in support of the Director’s Order. ▼

Division Contracts with EEOC to Mediate Discrimination Charges

The New Jersey Division on Civil Rights has entered into a contract with the United States Equal Employment Opportunity Commission (EEOC) to mediate private sector charge filings originating in New Jersey.

The EEOC contract went into effect on October 1, and makes New Jersey one of ten states authorized by the EEOC to mediate disputes and draft settlement agreements arising from discrimination charges filed against private employers or state and local governments.

“The Division competed with numerous civil rights agencies throughout the country for this contract and we are honored to have been selected,” said Division Director J. Frank Vespa-Papaleo. “The federal compensation we receive under this contract for mediations we perform will help fund our mediation unit.”

The EEOC first began using state and local Fair Employment Practice Agencies (FEPAs) to mediate charges in April 2003. Under the pilot program, EEOC district offices send appropriate charges to participating FEPAs for mediation. If the charge is resolved, the FEPA mediator will help the parties draft a settlement agreement. The charge is then returned to the EEOC for closure under routine procedures. If



Chief of Enforcement Stuart Sherman, Director Vespa-Papaleo, National EEOC Chairwoman Cari Dominguez, EEOC Philadelphia District Director Marie Tomasso, and DCR Investigator Chris Tester

the charge is not resolved during mediation it is returned to EEOC for investigation.

Earlier this year the Division and the EEOC’s Philadelphia District Office were the recipients of the “Public Service Commendation Award in the Furtherance of Proactive Prevention.” National EEOC Chairwoman Cari Dominguez presented the award to Director Vespa-Papaleo and EEOC Philadelphia District Office Director, Marie Tomasso, at this year’s annual training conference in Miami, FL. ▼

**Need Help with
Housing
Discrimination?**

**Call the toll-free
Civil Rights
Housing Hotline at
1-866-405-3050**



Protecting Those Who Protects Us

While most people know that the New Jersey Law Against Discrimination (LAD) prohibits discrimination based on race, national origin or religion, since 1951 the LAD has also prohibited employers and unions from discriminating against an individual because of his or her liability for service in the armed forces of the United States.

Protection against armed forces discrimination was enacted to ensure that those who take on the responsibility of defending the country are not punished by employers for assuming that obligation. This is becoming more relevant as Reserve and National Guard units have been deployed in increasing numbers in recent years. Since September 11, part-time soldiers have been called into full-time service in numbers not seen since World



War II, with an estimated 160,000 reservists and members of the national guard on active duty worldwide. Employers may feel inclined to discriminate in hiring individuals who are members of the Reserves and National Guard for fear that they may be absent from the job. The Division reached a

settlement in one such case where an employer terminated a recently-hired nurse after learning of her commitment to the Army Reserves, allegedly because the employer did not want any employees "with outside commitments."

While members of the armed forces are also protected from discrimination by federal law, the LAD may provide additional remedies, such as compensatory damages.

Anyone who believes that he or she has been discriminated against because of his or her military commitment should contact both the Veterans' Employment and Training Service of the federal Department of Labor and the nearest Division on Civil Rights office. ▼

Division Expands Training Services

The New Jersey Division on Civil Rights keeps an active schedule when it comes to promoting training workshops, enforcement initiatives and other services to the public. The coordination of various outreach efforts around the state is the work of the Division's Bureau of Prevention and Community Relations.

Assistant Director Philip E. Freeman, who heads the Bureau, says his office is constantly looking for opportunities to expand its role in training and educating public and private organizations on the Law Against Discrimination (LAD) and the state agency's enforcement responsibilities. The latest example of this effort is the Division's partnership with the National Conference for Community and Justice (NCCJ), a national human relations organization committed to fighting bias, bigotry and racism. Through this innovative alliance, the Division has expanded workshops in the area of diversity training without adding costs.

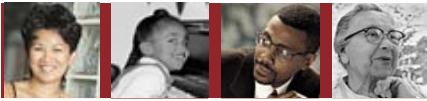
"For two years the Division has offered fee-based private training workshops to



Division Trainer Esther Nevarez standing, center, with the Hispanic Directors Association of NJ, a coalition of Social Service Agency Directors

help employers and organizations address potential discriminatory practices and understand the impact behavior and biases may have on their workforce," said Freeman. "The partnership with NCCJ combines the respective expertise of both organizations and allows Division trainers to focus on the LAD, while NCCJ professionals offer employers and organizations a comprehensive course in diversity training."

In addition to workshops and training conferences, the Division's outreach efforts also include serving as exhibitors at conferences and community forums around the state, including the following: Paterson Great Falls Festival, Paterson (Sept. 4); Latino Community & Disabilities Conference, Woodbridge (Sept. 18-19); the NAACP Convention, Cherry Hill (Sept. 24-26); and, the Governor's Conference on Housing and Community Development, Atlantic City (Sept. 27-29). ▼



Commissioner's Successes and Struggles in Civil Rights

John Crowell Campbell never believed he would be appointed to serve on the New Jersey State Commission on Civil Rights, let alone be confirmed by the New Jersey State Senate.

In fact, Commissioner Campbell said that in January 2003 he intentionally crafted his application with references and personal history which left no doubt he was gay, an outspoken advocate for gay and lesbian rights, and someone who intended to challenge intolerance and discrimination wherever he encountered it.

"I submitted my name and thought that was the end of it," said Campbell, who was appointed to a four-year term in May of 2003 by former Governor James E. McGreevey.

The co-founder and sponsor of Gay and Lesbian Political Action and Support has dedicated himself to civil and human rights causes since his retirement from the Veterans' Administration in 1985. As one of the newest members of the Commission on Civil Rights, Campbell has been focusing much of his attention on working with public schools and encouraging the establishment of student "codes of conduct" that recognize diversity and promote inclusion of all students, regardless of race, ethnicity,



Commissioner John Campbell

sexual orientation, or other areas protected under state law.

"I really had no intention of getting involved at this level," said Campbell, who spent 31 years in public service. "But I was impressed with Director Frank Vespa-Papaleo and the fact that he had attended several meetings of the New Jersey Human Relations Council, of which I was a member. I became convinced Frank shared my feelings regarding the full implementation of the Law Against Discrimination (LAD)."

Campbell, who served on the Gay Community Task Force, was part of the effort to amend the LAD to ban discrimination based on sexual orientation. In January 1992, then-Governor

James Florio signed legislation amending the LAD.

However, to Campbell's dismay, it took another eleven years and the enactment of still more legislation (NJ's Anti-Bullying Law) to identify acts of biased-related harassment in public schools as a potential civil or criminal violation. The anti-bullying legislation was passed by the State Legislature and signed into law by then Governor McGreevey in September 2002.

But the Edison resident, who served during the Korean War with the First Marine Air Wing as a Navy Hospital Corpsman, is nevertheless pleased that progress is being made on the civil rights front in New Jersey. He also pledged to continue to lend his voice toward efforts to see that anti-discrimination laws are fully implemented.

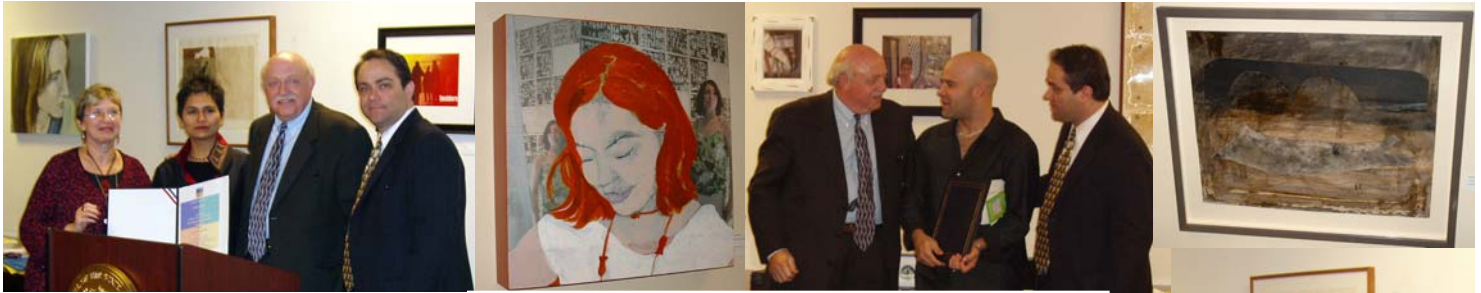
"Being part of the Commission has been a learning experience for me," said Campbell. "I know there are times to be vocal, and times to listen. My colleagues know that I am not just interested in gay rights, but in building bridges to organizations that want to see basic human and civil rights advanced and protected. I also like to tell people that as a white man, when you find out you're gay, believe me, you learn what discrimination really is." ▼

Changes at the Commission on Civil Rights



The Commission on Civil Rights is changing. On November 9, 2004, Chairman Felton Lingo, Sr. resigned his post on the Commission. Before leaving he was presented with numerous commendations, including this one for his years of service to the State presented by Director Vespa-Papaleo and Vice-Chairwoman Olga Vasquez-Clough. As we say thank you to Chairman Lingo, we also welcome the Commission's newest member, Richard T. Smith. Pictured on the right at his swearing-in are Deputy Attorney General Charles Cohen, Chairman Lingo, Commissioner Smith and his brother, Samuel Smith.

October Brings Hispanic Art Exhibit into Division's Offices



The annual Hispanic Heritage Month art exhibit organized by the Division on Civil Rights and the Division of Consumer Affairs was co-sponsored this year by Attorney General Peter C. Harvey, the U.S. EEOC, U.S. Senator Frank R. Lautenberg, the Division of Elections and the Division of Highway Traffic Safety.



Division of Consumer Affairs Director Reni Erdos, EEOC Newark Office Director Corrado Gigante and Division on Civil Rights Director J. Frank Vespa-Papaleo presented certificates of appreciation to the artists and the keynote speaker. They are pictured here with the artists and their artwork (clockwise from the top left): Patricia Cazorla, Jose Camacho, speaker Professor Hugo X. Bastidas, Dr. Ruben Sandoval, Nancy Saleme, Dario Scholis and Javier Robles.



State of New Jersey
Office of The Attorney General
Department of Law & Public Safety

Division on Civil Rights

Outreach

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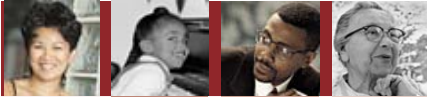
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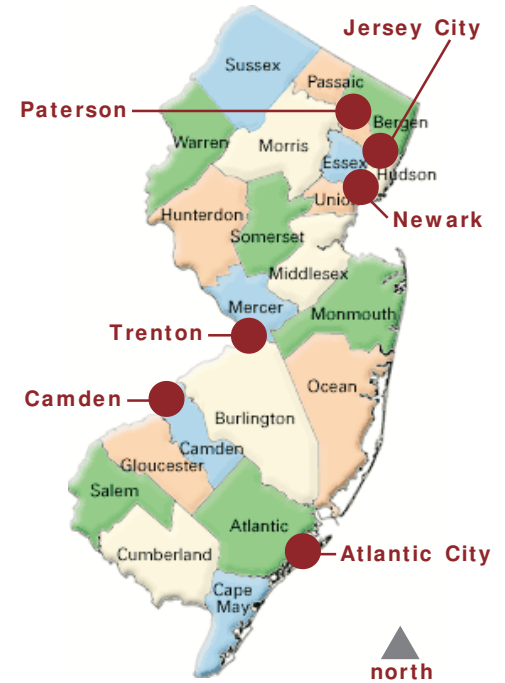
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