

## THE CIVIL RIGHTS UNIT ENFORCES:

- Americans with Disabilities Act (ADA)
- Fair Housing Act
- Equal Credit Opportunity Act (ECOA)
- Title IV, Title VI, and Title VII of the Civil Rights Act of 1964
- Uniformed Services Employment and Re-employment Rights Act (USERRA)
- Servicemembers' Civil Relief Act (SCRA)
- Title IX of the Education Amendments of 1972
- Civil Rights of Institutionalized Persons Act of 1980 (CRIPA)
- Equal Educational Opportunities Act (EEOA)
- Freedom of Access to Clinic Entrances Act of 1994 (FACE)
- Section 504 of the Rehabilitation Act of 1973 (Rehab Act)
- Religious Land Use and Institutionalized Persons Act (RLUIPA)
- Voting Rights Act

### FILING A COMPLAINT

If you believe that you have been discriminated against or that your civil rights have been violated, you may file a written complaint with the U.S. Attorney's Office:

United States Attorney's Office  
ATTN: Civil Rights Unit  
970 Broad Street, Suite 700  
Newark, NJ 07102  
Complaint hotline: 855-281-3339

### CIVIL RIGHTS UNIT

**Michael E. Campion**  
*Chief, Civil Rights Unit*

**Kelly Horan Florio**  
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### FOR MORE INFORMATION

<http://www.justice.gov/usao-nj/civil-rights-enforcement>  
<http://www.justice.gov/crt>  
<http://www.ada.gov>

## UNITED STATES ATTORNEY'S OFFICE DISTRICT OF NEW JERSEY

## CIVIL RIGHTS UNIT

*Dedicated to enforcing federal  
civil anti-discrimination statutes*



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# CIVIL RIGHTS UNIT

The United States Attorney's Office for the District of New Jersey's Civil Rights Unit (CRU) protects constitutional rights and enforces federal civil rights statutes prohibiting discrimination on the basis of race, sex, religion, disability, military status, and other protected characteristics in the areas of education, housing, transportation, and employment, among others.

## PRIMARY AREAS OF ENFORCEMENT

### DISABILITY RIGHTS

The Americans with Disabilities Act (ADA) prohibits discrimination on the basis of disability in many contexts, including employment, transportation, state and local government activities, places of public accommodation, and telecommunications. The U.S. Attorney's Office (USAO) is authorized to investigate complaints, conduct compliance reviews to ensure accessibility, and initiate and intervene in litigation.

### POLICE MISCONDUCT

The U.S. Attorney's Office is authorized to investigate patterns or practices of conduct by law enforcement agencies that result in the violation of individuals' federal and constitutional rights.

### FAIR HOUSING AND FAIR LENDING

The Fair Housing Act and Equal Credit Opportunity Act prohibit discriminatory housing and residential lending practices based upon race, color, religion, sex, national origin, and familial status. The U.S. Attorney's Office is authorized to bring a lawsuit if it finds a pattern or practice of unlawful conduct or if the matter raises an issue of public importance. The U.S. Attorney's Office may also litigate cases on behalf of private citizens who elect such action upon a finding of reasonable cause by the Department of Housing and Urban Development (HUD). HUD complaints may be filed by going to [www.hud.gov](http://www.hud.gov).

### CIVIL RIGHTS OF INSTITUTIONALIZED PERSONS

The Civil Rights of Institutionalized Persons Act of 1980 (CRIPA) gives the U.S. Attorney's Office the authority to investigate conditions at certain institutions operated by state and local governments, including facilities for individuals with psychiatric or developmental disabilities, nursing homes, juvenile correctional facilities, and adult jails and prisons.

### SERVICEMEMBERS' RIGHTS

The Uniformed Services Employment and Re-employment Rights Act of 1994 (USERRA) prohibits discrimination and retaliation based on military service and requires, among other things, that employers put individuals back to work in their civilian jobs with applicable promotions following military service, under specified conditions.

### EDUCATIONAL OPPORTUNITIES

To ensure equal educational opportunities for all students, the U.S. Attorney's Office investigates claims that school districts are not providing students who are English Language Learners with appropriate services to overcome their language barriers. The U.S. Attorney's Office can also investigate allegations of discrimination, including harassment and the administration of discriminatory discipline based on race, national origin, sex, religion, and disability, in elementary and secondary schools, as well as in public colleges and universities.



*The CRU is part of the U.S. Attorney's Office Civil Division.  
Federal criminal civil rights violations (e.g., hate crimes and human trafficking)  
are handled by the U.S. Attorney's Office's Criminal Division.*