

# EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION OBLIGATIONS OF CASINO SERVICE INDUSTRY APPLICANTS/LICENSEES

\_\_\_\_\_ pursuant to Sections 134 and 135 of the New Jersey  
(NAME OF APPLICANT/LICENSEE)

Casino Control Act (P.L. 1977, c. 110), as implemented by *N.J.A.C. 19:53*, hereby acknowledges that it:

## **(PARAGRAPHS 1 THROUGH 4 ARE APPLICABLE TO ALL APPLICANTS OR LICENSEES)**

1. Shall provide equal employment opportunity to all prospective and actual employees at all levels of the work force;
2. Shall provide equal business opportunity to all persons who do or wish to do business with the casino service industry enterprise applicant or licensee;
3. Shall post notices available to employees and applicants for employment of the equal employment opportunity obligations of the casino service industry enterprise applicant or licensee; and
4. Shall include a statement in all postings, advertisements or other solicitations for employment that it is an equal opportunity employer.

## **PARAGRAPHS 5 THROUGH 9 ARE APPLICABLE TO APPLICANTS OR LICENSEES THAT EMPLOY FIFTY (50) OR MORE EMPLOYEES IN THE STATE OF NEW JERSEY**

5. Will take affirmative measures to ensure that persons with disabilities are recruited and employed at all levels of its work force and treated during employment without regard to their disability. Such affirmative efforts shall, without limitation, address all employment practices including: employment, promotion, demotion or transfer; recruitment, recruitment advertising or posting; layoff or termination; rates of pay or other forms of compensation or benefits; and selection for training programs;
6. Shall post all employment openings for response by qualified in-house employees or, when appropriate, advertise such openings in newspapers of general circulation and other media which reach a cross-section of the population in the area from which the work force will be drawn;
7. Shall send notices of employment openings and solicit the referral of qualified candidates for employment from: organizations which serve the interest of promoting equal employment opportunity for persons with disabilities and regional job banks or job fairs that are maintained or conducted in order to assist qualified persons with disabilities in obtaining employment;
8. Shall send to each labor union or representative of workers with which it has a collective bargaining agreement a notice of the obligations of the applicant or licensee under the Act and rules of the Commission and a request for referral of qualified candidates for employment who are voluntarily self-identified persons with disabilities; and
9. Shall evaluate any criteria, tests, interview procedures and other requirements for employment, promotion and transfer of employees to assure that they are not discriminatory in their impact or that no less discriminatory methods of evaluation or prediction of job performance are feasible.

**EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION OBLIGATIONS  
OF CASINO SERVICE INDUSTRY APPLICANTS/LICENSEES**

I swear (or affirm) that \_\_\_\_\_ will abide by the aforesaid  
(NAME OF APPLICANT/LICENSEE)

requirements of the Casino Control Act and rules of the Casino Control Commission which are applicable to it.

\_\_\_\_\_  
(DATE)

\_\_\_\_\_  
(SIGNATURE OF PRESIDENT, CHIEF EXECUTIVE OFFICER,  
PARTNER OR SOLE PROPRIETOR)

\_\_\_\_\_  
(PRINT NAME AND TITLE)

\_\_\_\_\_  
(SIGNATURE OF EQUAL OPPORTUNITY OFFICER)

\_\_\_\_\_  
(PRINT NAME AND TITLE)

Subscribed and sworn to  
before me this \_\_\_\_\_ day  
of \_\_\_\_\_, 20 \_\_\_\_.

\_\_\_\_\_  
NOTARY

\_\_\_\_\_  
SEAL OR AUTHORITY OF NOTARY