



5 Things You Should Know About Protections from Sexual Harassment Under New Jersey Law

- 1** The New Jersey Law Against Discrimination (LAD) prohibits sexual harassment, a form of gender-based discrimination, in housing, employment, and places of public accommodation (generally, places open to the public, including businesses, restaurants, schools, summer camps, medical providers, etc.).
- 2** Sexual harassment can include verbal harassment, such as obscene language or demeaning comments; physical harassment, such as unwanted touching; or visual harassment, such as displaying pornographic images, cartoons, or drawings.
- 3** There are generally two types of sexual harassment: quid pro quo and hostile environment. Quid pro quo harassment is when a benefit (like a promotion at work, a lease on an apartment, or access to a restaurant) is conditioned on sexual favors, or when an adverse action (like getting fired or evicted) is threatened if you refuse a sexual advance. Hostile environment is when you are subjected to unwanted harassing conduct based on gender that is severe or pervasive.
- 4** An employer, housing provider, or place of public accommodation must take action to stop sexual harassment if it knows or should have known about it. So, for example, if a co-worker inappropriately touches you or discusses your body in graphic detail in front of your supervisor, your employer must take action. Similarly, your landlord must take action if you report that the superintendent requested sexual favors in exchange for repairing your refrigerator, or repeatedly called you "hot-stuff" despite being asked to stop.
- 5** An employer, landlord, or place of public accommodation cannot retaliate against you for objecting to sexual harassment, filing a sexual harassment complaint, or for exercising or attempting to exercise any other rights under the LAD.

To find out more or to file a complaint, go to NJCivilRights.gov or call 973-648-2700



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