



# 5 Things You Should Know About Protections from Discrimination or Harassment Based on Sexual Orientation and Gender Identity or Expression

- 1** The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment in employment, housing, and places of public accommodation based on actual or perceived sexual orientation, gender identity, or gender expression. This means people who are gay, lesbian, bisexual, transgender, queer, or intersex (LGBTQI) must be treated equally at work, in housing, and in places open to the public.
- 2** The LAD broadly applies to decisions of an employer, landlord, or place of public accommodation. An employer may not make employment decisions like hiring or firing, promotions, and benefits (including healthcare, parental leave, and family leave) based on LGBTQI status or gender stereotypes. A landlord cannot refuse to lease, charge higher rent, offer different amenities, or refuse repairs based on LGBTQI status. And a place of public accommodation (such as a school or a doctor's office) cannot refuse service or offer a different degree of service or care based on LGBTQI status.
- 3** The LAD also prohibits harassment based on LGBTQI status in a way that creates a hostile environment. If an employer, housing provider, or place of public accommodation knows or should have known about such harassment, it must take action to stop it.
- 4** The LAD requires that individuals be treated consistent with their gender identity or expression. Among other things, transgender people must be permitted to follow an employer's dress code and use a bathroom or changing room consistent with their gender identity or expression, and have the right to be addressed with their chosen name, title, or pronoun. They do not need to show any particular "proof" of gender to exercise these rights.
- 5** An employer, landlord, or place of public accommodation cannot retaliate against a person for exercising or attempting to exercise these or any other rights under the LAD.

To find out more or to file a complaint, go to [NJCivilRights.gov](https://www.njcivilrights.gov) or call 973-648-2700



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