



# 5 Things You Should Know About Protections from Discrimination or Harassment in Housing Based on Gender Identity or Expression

- 1** The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment in housing based on actual or perceived gender identity or gender expression, including being or being perceived to be transgender, non-binary, or gender non-conforming.
- 2** It is unlawful for a housing provider to discriminate based on gender identity or expression. For example, a seller, realtor, landlord, home-owner's association, or other housing provider may not refuse to rent or sell, refuse to make repairs, attempt to evict a person, or attempt to charge a person higher rent or fees because they are transgender.
- 3** Landlords and other housing providers must not allow tenants to be harassed because of their gender identity or expression in a way that creates a hostile environment. So, a management company, for example, may not refuse to take action if it knows or should have known that a building superintendent subjected a tenant to such harassment because they are gender non-conforming.
- 4** The LAD requires that individuals be treated consistent with their gender identity. Among other things, transgender people have the right to use a bathroom or changing room consistent with their gender identity or expression and 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. For example, a co-op could not prohibit a transgender woman from using the women's locker room at the gym because they were afraid other residents would be uncomfortable.
- 5** A landlord or housing provider cannot retaliate against someone 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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