



5 Things You Should Know About Protections Against Discrimination and Harassment in School Under the Law Against Discrimination

- 1** The New Jersey Law Against Discrimination (LAD) prohibits discrimination and bias-based harassment in employment, housing, and places of public accommodation, including schools, based on actual or perceived race, religion, national origin, gender, sexual orientation, disability, gender identity or expression and other protected characteristics. That means that you cannot be subjected to bias-based harassment from students or school staff in a way that creates a hostile school environment.
- 2** If a school knows or should have known about such harassment, it must take action to stop it. For instance, a school must take action if a teacher or other school official knows that one student is repeatedly harassing a classmate because of her disability.
- 3** The LAD also applies to school-sponsored functions and activities that take place outside of school hours. For example, students have the right to participate in high school and college athletics without being subjected to racial or religious harassment from teammates, opponents or fans.
- 4** The LAD also prohibits discrimination on the basis of race, religion, gender, sexual orientation, and other protected characteristics in the implementation of school discipline policies, including suspension and expulsion.
- 5** A school cannot retaliate against a person for reporting bias-based harassment or discrimination, for exercising or attempting to exercise these or any other rights under the LAD, or for assisting someone else in exercising their rights.

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



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