



## **Statement on Protecting LGBTQIA+ New Jerseyans from Discrimination January 2025**

New Jersey will not waver in our commitment to enforcing our state’s civil rights laws and combating discrimination and bias-based harassment based on sexual orientation, gender identity, and gender expression. Every New Jerseyan has the right to live free from discrimination and harassment. Discrimination against the LGBTQIA+ community is an affront to our values, and it violates our state’s civil rights laws, plain and simple.

The New Jersey Law Against Discrimination (LAD), our state’s landmark civil rights law, remains in full force regardless of the federal government’s actions. The LAD expressly prohibits New Jersey employers, housing providers, and places of public accommodation—that is, places open to the public—from discriminating based on sexual orientation, gender identity, gender expression, and other protected characteristics. These protections apply to people working or living in New Jersey, as well as people attending schools, visiting health care facilities, accessing government services, interacting with police departments, and more. These protections mean that it is unlawful to discriminate against someone because they are transgender, nonbinary, or gender non-conforming.

Under the LAD, employers, housing providers, and places open to the public cannot treat people differently based on their sexual orientation, gender identity, gender expression, or other protected characteristics. For example, a landlord cannot refuse to rent to a tenant on the basis that the tenant is transgender. The LAD also requires employers, housing providers, and places of public accommodation to proactively address and respond to harassment based on sexual orientation, gender identity, gender expression, and other protected characteristics. If a landlord, for example, knows that a tenant has harassed a neighbor repeatedly because they are nonbinary and the harassment has created a hostile living environment, the housing provider violates the LAD if it does not take action to put a stop to the harassment. And critically, the LAD prohibits schools from discriminating against students based on a protected characteristic; every student in New Jersey has a right to a learning environment free from discrimination, bias, and harassment.

We will continue our work to protect LGBTQIA+ New Jerseyans from discrimination, and we will not hesitate to hold violators of the law accountable. We encourage anyone who believes their rights under the LAD have been violated to report evidence of discrimination, bias-based harassment, or retaliation to the Division on Civil Rights immediately. To file a complaint, please visit [NJCivilRights.gov](https://www.njcivilrights.gov) or call 1.833.NJDCR4U. No one can retaliate against you for reporting LAD violations, filing a discrimination complaint, or exercising other rights under the LAD. For more information, please consult our resources on [LGBTQIA+ discrimination in employment](#), [housing](#), and [places of public accommodation](#), and on the rights of LGBTQIA+ [school staff](#) and [students](#).