



Your Rights at Work: A Guide to LGBTQ+ Protections Under New Jersey Law

By [SwartzSwidler LLC](#)

New Jersey's Law Against Discrimination (LAD)

The LAD protects individuals from discrimination based on sexual orientation and gender identity, including in employment, housing, public accommodations, and education.

The LAD prohibits employers from discriminating against employees or applicants based on their sexual orientation, gender identity, or gender expression. This includes hiring, promotion, termination, and all other aspects of employment.

Protections Against Employment Discrimination

Hiring

Employers cannot discriminate against LGBTQ+ individuals during the hiring process, including the application, interview, and background check stages.

Promotion

Employers cannot deny promotions or opportunities to LGBTQ+ employees based on their sexual orientation or gender identity.

Termination

Employers cannot terminate an employee's employment based on their sexual orientation or gender identity, unless there are legitimate, non-discriminatory reasons for termination.

Other Benefits

Employers must provide LGBTQ+ employees with the same benefits and opportunities as all other employees, such as training, salary, and leaves of absence.



Identifying Unlawful Discrimination



Unequal Treatment

Being treated differently from other employees based on sexual orientation or gender identity.



Exclusion

Being excluded from social events, opportunities, or activities based on sexual orientation or gender identity.



Negative Comments

Hearing offensive or derogatory remarks about LGBTQ+ individuals.



Harassment

Experiencing unwanted conduct based on sexual orientation or gender identity, creating a hostile work environment.



Harassment and a Hostile Work Environment



Unwanted Conduct

Verbal, physical, or visual harassment that creates a hostile work environment.



Offensive Remarks

Jokes, slurs, or derogatory comments based on sexual orientation or gender identity.



Unwelcome Advances

Unwanted physical contact or sexual advances based on sexual orientation or gender identity.



Intentional Exclusion

Being deliberately excluded from work activities or social events.





Transgender and Gender Identity Protections

1

Name and Pronoun Use

Employers must use the correct name and pronouns of transgender employees, even if different from those on legal documents.

2

Access to Restrooms

Transgender employees must have access to restrooms that align with their gender identity.

3

Medical Benefits

Employers must provide medical benefits that cover transition-related care, including hormone therapy, surgery, and counseling.

Advocating for Yourself and Filing Complaints

1

Documentation

Keep a detailed record of any incidents of discrimination or harassment.

2

Internal Reporting

Report incidents to your employer's HR department or other designated channels.

3

External Complaints

File a complaint with the New Jersey Division on Civil Rights or other relevant agencies.

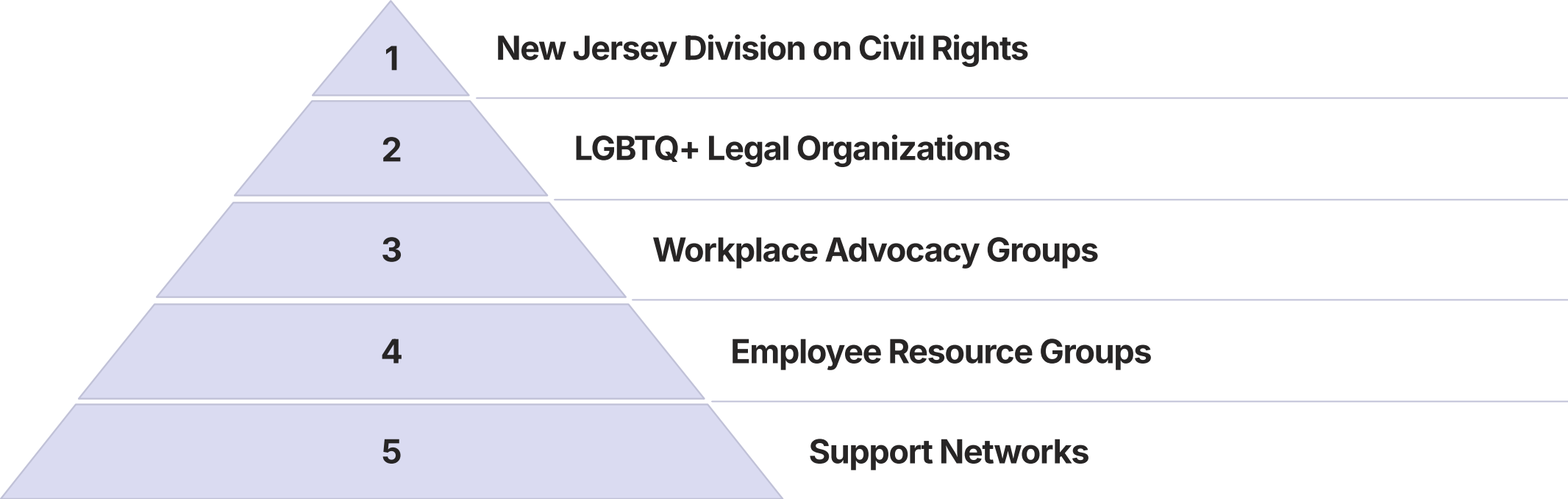
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Legal Representation

Consult with an attorney specializing in employment discrimination law.



Resources and Next Steps





Contact Swartz Swidler

Swartz Swidler stands at the forefront of civil rights advocacy, specializing exclusively in defending LGBTQ+ workplace rights. Our dedicated team of experienced attorneys combines legal expertise with unwavering compassion, crafting innovative and strategic solutions to combat workplace discrimination. We don't just represent clients—we champion justice, offering personalized legal support that empowers individuals to stand up for their fundamental rights. [Ready to take the first step? Call us now](#) at (856) 685-7420 for a confidential consultation.