



5 Things You Should Know About Gender Discrimination

- 1 **The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment in employment, housing, and places of public accommodation** (places that are generally open to the public), based on actual or perceived gender. Gender discrimination includes discrimination based on gender stereotypes, [gender identity or expression](#), or [pregnancy or breastfeeding](#) status. This means that people of all genders—including female, male, intersex, gender non-conforming, or gender non-binary individuals—must be treated equally at work, in housing, and in places open to the public.
- 2 **An employer may not make employment decisions** like hiring or firing, promotions, [pay](#), or benefits based on actual or perceived gender or based on gender stereotypes. For example, an employer cannot differentiate between employees of different genders in its provisions for parental leave based on stereotypes about who is primarily responsible for childcare.
- 3 **A landlord cannot refuse to lease, charge higher rent, offer different amenities, or refuse repairs based on a tenant's gender.** And a place of public accommodation cannot refuse service or offer a different degree of service or care based on gender.
- 4 **The LAD also prohibits harassment based on gender in a way that creates a hostile environment.** If an employer, housing provider, or place of public accommodation knows or should know about such harassment, they must take action to stop it. Bias-based gender harassment can include unwelcome, offensive conduct because of a person's gender, such as a coworker constantly making disparaging remarks about women. It can also include [sexual harassment](#)—hostile, demeaning, or intimidating comments; offensive gestures; non-consensual sexual contact; and unwanted sexually-suggestive language.
- 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 **1.833.NJDCR4U**



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