

5 Things You Should Know About LGBTQ+ Staff Rights in Schools

*Did you know that more than one in every four transgender people in the U.S. have lost a job due to bias?
– The National Center for Transgender Equality*



In New Jersey, discrimination cannot stop you from thriving in the workplace.

The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment against any school employee based on actual or perceived sexual orientation, gender identity, and gender expression in New Jersey schools.



You have the right to express your gender fully.

You have the right to bring your whole self with you to work every day, which includes the right to self-identify; dress in accordance with your gender identity; and be addressed by your name, title, and pronouns. For example, a school administrator must act if they know a teacher intentionally or repeatedly refuses to address a school custodian by their pronouns.



You have the right to be treated equally in the workplace.

You have the right to have your gender and sexual orientation respected in school, and you have the right to receive the same treatment as your non-LGBTQ+ coworkers. For example, a school must allow LGBTQ+ coaches to bring their significant others to a team banquet if non-LGBTQ+ coaches are allowed to bring theirs.



Members of the school community cannot harass you because of your LGBTQ+ identity.

LGBTQ+-based harassment can include hostile, demeaning, or intimidating comments; offensive gestures; or the use of slurs. For example, a school must address students making lewd homophobic comments about a lesbian teacher if the school knows (or should have known) about the statements.



The LAD protects you against retaliation.

It is illegal for anyone, including teachers and administrators, to retaliate against you for complaining about discrimination or harassment; filing a discrimination complaint with the school, the Division on Civil Rights, or in court; or exercising 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**



NJ Office of the Attorney General
[NJCivilRights.gov](https://www.njcivilrights.gov)

