



5 Things You Should Know About Protections Against Discrimination and Bias-Based Harassment in Housing

- 1 The New Jersey Law Against Discrimination (LAD) prohibits discrimination in housing** based on actual or perceived race, religion, national origin, gender, sexual orientation, gender identity or expression, disability, and source of lawful income, among other protected characteristics. The prohibition applies to realtors, housing providers, and others. It means, for example, that a leasing agent cannot refuse to rent an apartment to a person because she is Muslim, and a realtor cannot decline to show listings to a Black family in a particular neighborhood.
- 2 Housing providers also may not refuse to rent to a prospective tenant based on the tenant’s “source of lawful income”**—which includes vouchers provided by federal, state, or local rental-assistance programs. That means a landlord cannot refuse to rent to someone because they plan to pay with a Section 8 voucher, SRAP (State Rental Assistance Program), or TRA (temporary rental assistance). It is also unlawful to advertise any such discrimination or limitation (e.g., “Section 8 not accepted”).
- 3 The LAD prohibits bias-based harassment in housing.** If a tenant is being subjected to bias-based harassment that creates a hostile environment, the housing provider must take reasonable steps to stop it if they knew or should have known about it. That includes harassment by other tenants and by a housing provider’s agents or employees. “Quid pro quo” sexual harassment—for example, where a building manager demands sex or sexual favors as a condition of making repairs—is also prohibited.
- 4 Housing providers must reasonably accommodate tenants with disabilities.** For example, if a tenant with a disability shows that keeping an emotional support animal is necessary to afford them an equal opportunity to use and enjoy a dwelling, the housing provider must permit the emotional support animal, even if they have a “no pets” policy, unless they can show that doing so would be an undue burden.
- 5 Housing providers and realtors cannot retaliate against a person** for exercising or attempting to exercise their rights under the LAD.

To find out more or to file a complaint, go to [NJCivilRights.gov](https://www.njcivilrights.gov) or call **866-405-3050**



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