

## LGBTQ+ RESOURCE GUIDE

### KNOW YOUR RIGHTS AS A MEMBER OF OUR LGBTQ+ COMMUNITY IN NJ

In New Jersey, LGBTQIA+ individuals are protected by comprehensive laws that ensure equal treatment and support in various aspects of life:

- **Paid Leave Benefits:** Includes earned sick leave and family leave insurance for personal or family health needs, childbirth recovery, and domestic/sexual violence situations.
- **Job-Protected Leave:** Enforced by federal (FMLA) and state (NJFLA, SAFE Act) laws, providing leave for medical conditions, caregiving, bonding with a new child, and handling matters related to domestic or sexual violence.
- **Unemployment Benefits:** Available if job loss occurs due to harassment, discrimination, or domestic/sexual violence.
- **Protection from Discrimination:** *The New Jersey Law Against Discrimination (LAD)* prohibits discrimination based on sex, gender identity, sexual orientation, and other characteristics in employment, public accommodations, and housing.

For more details on your rights and resources, visit the [Department of Labor and Workforce Development](#) website and the [Department of Law & Public Safety](#) website.

*Note: If you're viewing this online, you'll find clickable links. For print readers, please visit our website for more information.*



#### DEPARTMENT OF CHILDREN AND FAMILIES

The DCF lists multiple resources across NJ offering LGBTQIA+ support, including gender-affirming care, mental health services, legal advocacy, youth programs, and community events. Many of these organizations provide inclusive and affirming care, while also working to advance equity through education and advocacy.

Visit the [Department of Children Families](#) website to look through all of these resources.

#### CHECK YOUR COUNTY OFFICES

Check to see if your county has an Office of LGBTQ+ Affairs or a similar department. These local offices often offer additional resources specific to your area and may promote upcoming events, programs, and community gatherings tailored to the LGBTQ+ community in nearby towns.

## **NEW JERSEY DEPARTMENT OF EDUCATION**

The New Jersey Department of Education is legally required to provide guidance to support transgender students. Its statewide guidelines direct schools to respect students' gender identity without needing parental consent, including using their chosen name and pronouns.

While schools don't have to create their own transgender policies, they must follow state laws preventing gender-based bullying and recognize LGBTQ+ contributions in curriculum.

The New Jersey State Interscholastic Athletic Association has upheld its transgender athlete policy. This stance is in direct defiance of an executive order signed by President Donald Trump that threatens to withhold funds from educational programs that allow transgender women and girls to compete in women's and girls' sports.

## **NJDOE GUIDELINES**

In accordance with statute, the DOE has issued Guidelines to all New Jersey school districts, aimed at making schools safe and supportive for transgender, gender diverse, and intersex students.

- Transgender Student Guidance for School Districts
- What Rights Do Transgender Students Have at School?

For more information you can visit NJEA or New Jersey's Attorney General's Office.

## GARDEN STATE EQUALITY

Garden State Equality is New Jersey's largest LGBTQ+ advocacy organization, working since 2004 to ensure equality is not just written into law—but lived every day.

Through education, policy work, and direct services, GSE uplifts LGBTQ+ voices while advancing racial, economic, and disability justice.

Visit their website for more info: [Garden State Equality](#)

### GSE offers:

- Affirming Healthcare Map to help find LGBTQ+ friendly providers
- Gender-Affirming Garments and name change support through the Venus Project
- Trainings & Policy Reviews for schools, healthcare providers, businesses, and more
- Programs focused on youth, health equity, community healing, and trans resiliency
- Help reporting discrimination and accessing LGBTQ+ resources

## HOW TO TAKE ACTION

1. **Host LGBTQ+ Cultural Events:** Organize events that celebrate queer identities—like Pride celebrations, trans visibility panels, or queer film nights—to build community and visibility.
2. **Support Queer Youth Spaces:** Partner with schools, libraries, or youth centers to establish safe, affirming spaces where LGBTQ+ youth can connect, learn, and lead.
3. **Promote Local LGBTQ+ Organizations:** Uplift and collaborate with local LGBTQ+ nonprofits, mutual aid groups, and advocacy networks doing direct work in your community.

## DESI RAINBOW

Desi Rainbow Parents & Allies is a vital resource for South Asian families seeking to better understand and support their LGBTQIA+ loved ones. Founded in 2017, the organization creates space for learning, connection, and affirmation among individuals with roots in countries like India, Pakistan, Bangladesh, Sri Lanka, Nepal, Bhutan, and the Maldives. Their mission centers on building acceptance and celebrating LGBTQIA+ identities within the Desi community.

Find more info on their website: [Desi Rainbow](#)

## HOW TO MOBILIZE

Need resources to start mobilizing in your area? Find our Toolkit Hub on our website! [NJDSC Toolkit Hub](#)

## LGBTQ+ CAUCUS

Stay engaged with our LGBTQ+ Caucus for opportunities to get politically involved and upcoming information sessions!

Contact us: [lgbtqcaucus@njdems.org](mailto:lgbtqcaucus@njdems.org)  
Follow us on [Facebook](#), [Instagram](#), and [X](#).