

Living Proudly: Understanding LGBTQIA+ Rights



In New York City, discrimination based on actual or perceived sexual orientation or gender identity is **illegal**. This includes discrimination against gender expression, intersex people, and perceived gender. These protections apply in many areas, including work, school, housing, and public spaces. The New York City Human Rights Law also protects LGBTQIA+ communities from retaliation, discriminatory harassment, and bias-based profiling by law enforcement.

5 THINGS EVERYONE SHOULD KNOW ABOUT LGBTQIA+ PROTECTIONS IN NEW YORK CITY

1. LGBTQIA+ people have the right to equal treatment in employment, housing, and public spaces. It is illegal to harass, refuse service, or treat someone unfairly because of their sexual orientation or gender identity.
2. Employers can't enforce dress code standards or rules based on gender stereotypes.
3. You do not need to show "proof" of your gender identity to be addressed by your preferred name and pronoun or to use the facilities most consistent with your gender identity.
4. A landlord cannot treat you differently because of your sexual orientation or gender identity, meaning they cannot refuse you a lease, charge more, limit services, or refuse repairs based on your sexual orientation or gender identity. You also have the right to be free from harassment by your landlord, their staff, or other tenants.
5. Your employer must provide equal benefits, regardless of your sexual orientation or gender identity.

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