

SENATE LABOR COMMITTEE

STATEMENT TO

SENATE, No. 1602

STATE OF NEW JERSEY

DATED: JANUARY 25, 2024

The Senate Labor Committee reports favorably Senate Bill No. 1602.

This bill prohibits discrimination on the basis of height or weight under the “Law Against Discrimination” (LAD).

Studies have documented that individuals are discriminated against for their height or weight. Under current State law, this discrimination is permissible. This bill is modeled after the civil rights law in Michigan, which prohibits discrimination in employment, education, housing, public accommodations, and public service on the basis of height or weight, among other reasons for discrimination. The bill provides exceptions for employment and public accommodation for bone fide occupational qualifications and safety reasons, respectively.

This bill was pre-filed for introduction in the 2024-2025 session pending technical review. As reported, the bill includes the changes required by technical review, which has been performed.