

Alert | Labor & Employment



April 2026

Could New Jersey Soon Offer Height and Weight Protections Under the Law Against Discrimination?

The New Jersey Senate recently introduced [Bill S1631](#) to expand the New Jersey Law Against Discrimination (LAD). This bill seeks to add height and weight as protected characteristics under the LAD, which generally prohibits discrimination in employment, places of public accommodation, and housing. Although not yet enacted, this proposed modification is consistent with comparable laws in other jurisdictions. Michigan has a similar provision, and the [New York City Human Rights Law](#) “prohibits unlawful discrimination based on height or weight in employment, housing, and public accommodations.”

Not all differential treatment based on height or weight, however, would be covered under this bill. Such treatment would be permissible where height or weight constitutes a bona fide occupational qualification or where safety considerations apply.

Bill S1631 includes no transition period; if enacted, its provisions would take effect immediately. Businesses and employers may wish to monitor this legislation and consider reviewing and updating their training materials, standard operating procedure manuals, and policies in advance of any change in the law.

Authors

This GT Alert was prepared by:

- **Michael J. Slocum** | +1 973.443.3509 | slocumm@gtlaw.com
- **Scott P. Humphreys** | +1 973.443.3221 | humphreys@gtlaw.com

Abu Dhabi[†]. Albany. Amsterdam. Aspen. Atlanta. Austin. Berlin[†]. Boston. Charlotte. Chicago. Dallas. Delaware. Denver. Dubai[†]. Fort Lauderdale. Houston. Las Vegas. London^{*}. Long Island. Los Angeles. Mexico City⁺. Miami. Milan[°]. Minneapolis. Munich[†]. New Jersey. New York. Northern Virginia. Orange County. Orlando. Philadelphia. Phoenix. Portland. Riyadh^{*}. Sacramento. Salt Lake City. San Diego. San Francisco. São Paulo[›]. Seoul[∞]. Shanghai. Silicon Valley. Singapore[°]. Tallahassee. Tampa. Tel Aviv[^]. Tokyo[∞]. Warsaw[~]. Washington, D.C. West Palm Beach. Westchester County.

*This Greenberg Traurig Alert is issued for informational purposes only and is not intended to be construed or used as general legal advice nor as a solicitation of any type. Please contact the author(s) or your Greenberg Traurig contact if you have questions regarding the currency of this information. The hiring of a lawyer is an important decision. Before you decide, ask for written information about the lawyer's legal qualifications and experience. Greenberg Traurig is a service mark and trade name of Greenberg Traurig, LLP and Greenberg Traurig, P.A. †Greenberg Traurig's Abu Dhabi office is a branch of Greenberg Traurig, P.A., which is registered with the Abu Dhabi Global Market Registration Authority (Registration No. 29906) and licensed to carry out legal services and regulated as a DNFBP by the ADGM Financial Services Regulatory Authority. †Greenberg Traurig's Berlin and Munich offices are operated by Greenberg Traurig Germany, LLP, an affiliate of Greenberg Traurig, P.A. and Greenberg Traurig, LLP. †Greenberg Traurig's Dubai office is operated by Greenberg Traurig Limited, a company registered in the Dubai International Financial Centre (Registration No. CL7238), regulated as a DNFBP by the Dubai Financial Services Authority and licensed by The Government of Dubai Legal Affairs Department. *Operates as a separate UK registered legal entity. +Greenberg Traurig's Mexico City office is operated by Greenberg Traurig, S.C., an affiliate of Greenberg Traurig, P.A. and Greenberg Traurig, LLP. »Greenberg Traurig's Milan office is operated by Greenberg Traurig Studio Legal Associato, an affiliate of Greenberg Traurig, P.A. and Greenberg Traurig, LLP. ‹Greenberg Traurig operates in the Kingdom of Saudi Arabia through Greenberg Traurig Khalid Al-Thebity Law Firm, a professional limited liability company, licensed to practice law by the Ministry of Justice. ›Greenberg Traurig's São Paulo office is operated by Greenberg Traurig Brazil Consultores em Direito Estrangeiro – Direito Estadunidense, incorporated in Brazil as a foreign legal consulting firm. Attorneys in the São Paulo office do not practice Brazilian law. ∞Operates as Greenberg Traurig LLP Foreign Legal Consultant Office. °Greenberg Traurig's Singapore office is operated by Greenberg Traurig Singapore LLP which is licensed as a foreign law practice in Singapore. ^Greenberg Traurig's Tel Aviv office is a branch of Greenberg Traurig, P.A., Florida, USA. ¢Greenberg Traurig's Tokyo Office is operated by GT Tokyo Horitsu Jimusho and Greenberg Traurig Gaikokuhojimubengoshi Jimusho, affiliates of Greenberg Traurig, P.A. and Greenberg Traurig, LLP. ~Greenberg Traurig's Warsaw office is operated by GREENBERG TRAUIG Nowakowska-Zimoch Wysockiński sp.k., an affiliate of Greenberg Traurig, P.A. and Greenberg Traurig, LLP. Certain partners in GREENBERG TRAUIG Nowakowska-Zimoch Wysockiński sp.k. are also shareholders in Greenberg Traurig, P.A. Images in this advertisement do not depict Greenberg Traurig attorneys, clients, staff or facilities. No aspect of this advertisement has been approved by the Supreme Court of New Jersey. ©2026 Greenberg Traurig, LLP. All rights reserved.*