



NJSBA Resolution

A resolution of the New Jersey State Bar Association supporting the objectives of the Human Rights Campaign Foundation's *Corporate Equality Index*

WHEREAS, the State of New Jersey has long been at the forefront of civil rights and protections for minority communities including the landmark New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 *et seq.*, and New Jersey Anti-bullying Bill of Rights, N.J.S.A. 18A:37-13 *et seq.*; and,

WHEREAS, the Mission of the New Jersey State Bar Association (NJSBA) is, amongst other things, to serve, protect, foster and promote the personal and professional interests of its members and to provide education to the New Jersey public to enhance awareness of the legal profession and legal system; and,

WHEREAS, the NJSBA has been a longtime supporter of equality in the legal profession and has a strong track record as an advocate for civil rights and liberties, including LGBT rights and protections, by its legal and political advocacy for marriage equality, gender identity and expression protections, and anti-bullying efforts; and,

WHEREAS, the Mission of the Lesbian, Gay, Bisexual and Transgender (LGBT) Rights Section of the NJSBA is to address issues that are of importance to lesbian, gay, bisexual and transgender (LGBT) people in the legal profession, to advocate for and promote the civil and human rights of the LGBT community, to strive to improve access to justice for LGBT individuals and work to advance professional opportunities for LGBT attorneys and judges; and,

WHEREAS, since 2002, the Human Rights Campaign (HRC) Foundation's *Corporate Equality Index* (CEI) has surveyed major businesses to benchmark important employer benefits and protections for LGBT employees and their families as well as demonstrated corporate commitment to LGBT equality; and,

WHEREAS, more than 145 law firms nationwide, including a majority of the American Lawyer 200 firms, participated in the CEI; and,

WHEREAS, to achieve the distinction of "Best Places to Work for LGBT Equality," law firms must have fully-inclusive equal employment opportunity policies including protections based on sexual orientation and gender identity, provide equal employment benefits to all LGBT employees,

including healthcare benefits covering transgender individuals that does not exclude medically necessary care, demonstrate organizational LGBT competency, evidence their commitment to equality publicly and exercise responsible citizenship; and,

WHEREAS, in keeping with the missions of the New Jersey State Bar Association and the LGBT Rights Section of the NJSBA to encourage diversity and inclusion, all New Jersey Law Firms should be encouraged to lead the way for New Jersey businesses in providing and promoting LGBT equality; and,

NOW THEREFORE BE IT RESOLVED THAT the New Jersey State Bar Association hereby establishes its support for the goals and objectives of the CEI; and,

BE IT FURTHER RESOLVED THAT the New Jersey State Bar Association calls upon all New Jersey law firms to establish their support for the goals and objectives of the CEI and strive to have fully-inclusive equal employment opportunity policies including rights and protections based on sexual orientation and gender identity consistent with New Jersey law, provide equal employment benefits to their eligible employees that include healthcare covering transgender individuals which are inclusive of medically necessary care, demonstrate organizational LGBT competency, evidence their commitment to equality publicly, and exercise responsible citizenship.