

Know your Discrimination Facts

Having the right to live, work, learn and play free from illegal discrimination is important for all Pennsylvanians.

If you feel that you have been a victim of discrimination, you can file a complaint with the PA Human Relations Commission (PHRC). Please note that complaints must be filed within 180 days of the act of discrimination.

Pennsylvania law protects you from discrimination in these areas:

- **Employment** – obtaining a job or working at one
- **Education** – whether it is public or private school, college, trade school or university
- **Housing** – renting, buying, selling or getting a loan for a home
- **Public accommodations** – being able to access public places and/or services
- **Commercial property** – having access to, or the purchase, sale or, lease of commercial property

Pennsylvania law prohibits discrimination based on:

- Race
- Color
- Age (*40 and over*)
- Sex
- Ancestry
- National origin
- Religion
- Familial status (*only in housing*)
- Disability
- Retaliation
- Use, handling or training of support/service animals for a disability

Discrimination comes in many forms. Here are some examples:

- Firing or demoting someone based on factors other than job performance
- Denying a student with a disability the use of a service animal
- Firing a woman just because she is pregnant
- Refusing to rent to an individual because of race, sex or religion
- Targeting a protected group with deceptive lending practices
- Refusing to serve a customer wearing religious headgear
- Creating school policies that can provide different treatment for students of different races, religions, sex, etc.

Helpful Terms to Know:

Complainant - Individual filing the complaint and claiming to be discriminated against

Respondent - Company, organization or individual(s) the charge of discrimination is filed against. (For example, a landlord, employer, or school administrator or realtor)

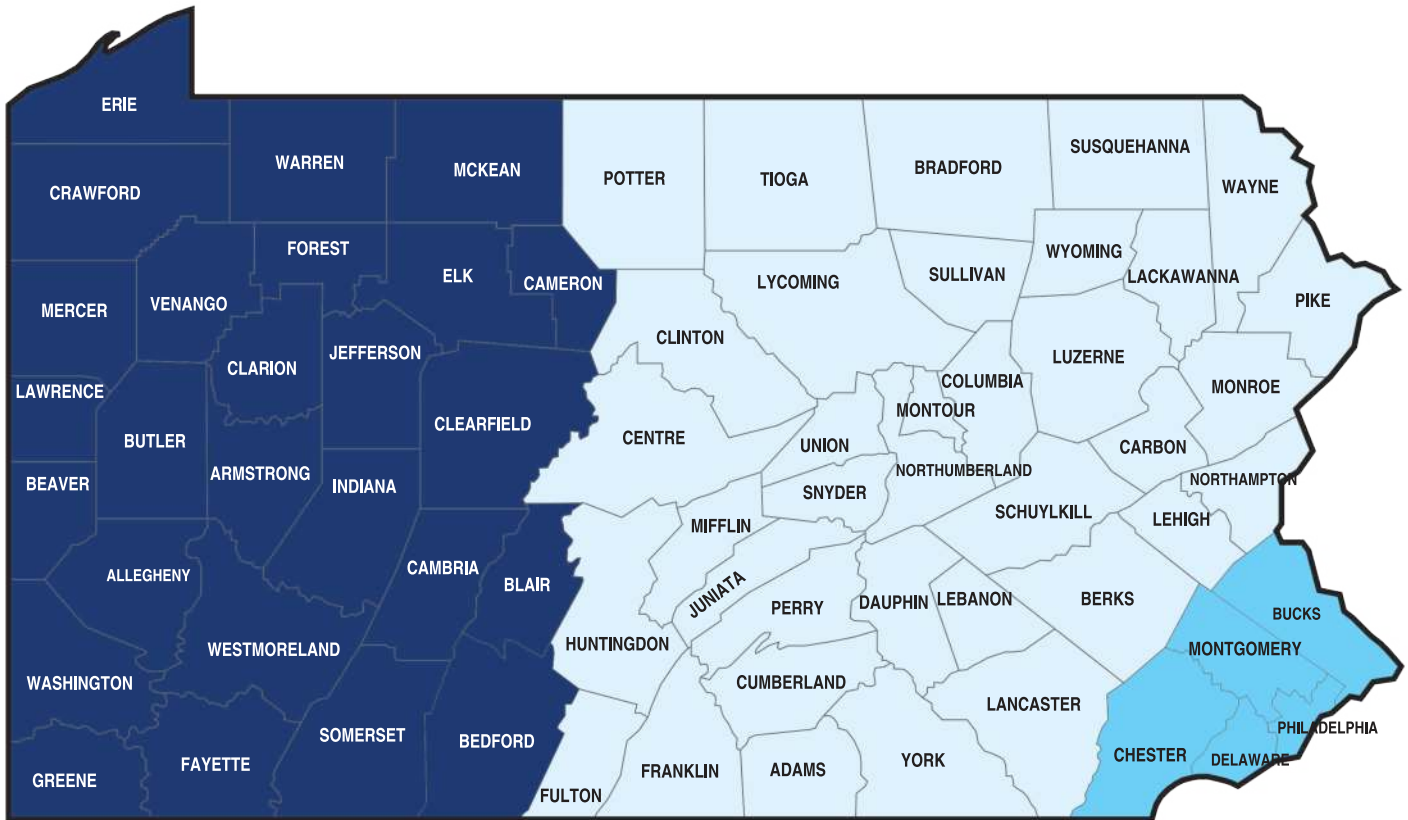
Investigation - A full analysis of the case is conducted by reviewing all pertinent documents, interviewing all parties and any witnesses who may have knowledge of the allegations in the complaint.

Fact-Finding Conference - When the investigator interviews the complainant and respondent and reviews all pertinent records and documents.

Mediation - A program offered to parties before a complaint is investigated. The goal is to reach an early resolution of the complaint which may result in cost-savings to both parties.

PA Human Relations Commission Offices

To file a discrimination complaint, or ask questions about your situation, contact the regional office serving your county:



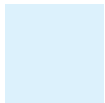
Counties Served by Pittsburgh Regional Office

301 Fifth Avenue
Suite 390, Piatt Place
Pittsburgh, PA 15222
(412) 565-5395
(412) 565-5711 TTY users only



Counties Served by Philadelphia Regional Office

110 North 8th Street, Suite 501
Philadelphia, PA 19107
(215) 560-2496
(215) 560-3399 TTY users only



Counties Served by Harrisburg Regional Office

333 Market Street, 8th Floor
Harrisburg, PA 17101-2210
(717) 787-9780
(717) 787-7279 TTY users only

Executive Offices

333 Market Street, 8th Floor
Harrisburg, PA 17101-2210
(717) 787-4410
(717) 787-7279 TTY users only
phrc@pa.gov
(General inquiries, training requests)

PA Fair Housing Hotline
toll-free 855-866-5718
www.phrc.pa.gov



pennsylvania
HUMAN RELATIONS COMMISSION