

ENFORCING ANTI-DISCRIMINATION LAWS **Protecting Civil Rights**
 Advancing Accessibility **Uniting Communities** Building Bridges **Opening Doors**
 Breaking Barriers Celebrating Diversity ENSURING EQUAL OPPORTUNITY
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pennsylvania
 HUMAN RELATIONS COMMISSION

2010-2011 Annual Report • A Year in Transition
 Governor Tom Corbett • Chairman Gerry Robinson



Gerald S. Robinson
Chairman

Message from the Chairman & Executive Director

Since 1955, the PA Human Relations Commission has carried out a two-part mission: enforcing nondiscrimination laws and raising public awareness of equal opportunity principles.



JoAnn L. Edwards
Executive Director

The January 2011 retirement of 41-year Executive Director Homer C. Floyd ushered in an era of transition. 2010-11 was a year spent celebrating the commission's progress, while envisioning innovative ways to continue fulfilling our mission.

The retirements of Floyd and nine others — seven percent of our workforce, with over 250 years of combined experience — meant a loss of a wealth of institutional memory and civil rights history.

The challenge to maintain our passion and focus on mission in the midst of significant change, came hand-in-hand with the opportunity to evaluate the way we operate and seek ways to streamline and improve. Our policies and practices must change to reflect changes in civil rights legal trends, fiscal constraints, human resources and technology.

To address these challenges and opportunities, commissioners held two retreats with these primary goals; 1) revitalizing their roles in commission oversight and policy guidance and 2) planning the recruitment and selection of a new executive director.

Based on authority given in the PA Human Relations Act, we restructured the commission into four committees:

- **Policy** — to oversee development and implementation of commission policies;
- **Personnel** — to oversee recruitment, hiring and other human resources initiatives;
- **Programs** — to develop and oversee programs implemented to fulfill agency objectives; and
- **Budget & Finance** — to guide development and implementation of agency-wide fiscal practices and efficiencies.

Progress

These committees will provide the priorities, strategy and blueprint for an overall re-design of PHRC — and a new path toward our goal of eliminating illegal discrimination in Pennsylvania.

We owe retiring staff members and former Chairperson Stephen A. Glassman a debt of gratitude for their years of service. Significant thanks also go to current staff members for tirelessly filling multiple roles, and to Governor Corbett's Office and the Office of Administration for their support during the transition.

Together, we have laid the foundation for a future of continued progress toward achieving equal opportunity for all in Pennsylvania.

Gerald S. Robinson
Chairman



JoAnn L. Edwards
Executive Director



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PHRC Commissioners 2010-2011



Commissioners

Gerald S. Robinson, Chairman
Dr. Raquel O. Yiengst, Vicechair
Dr. Daniel D. Yun, Secretary
Rev. James Garmon, Asst. Sec'y
Ismael Arcelay
M. Joel Bolstein
Stephen A. Glassman
J. Whyatt Mondesire
S. Kweilin Nassar
Sylvia A. Waters
Daniel L. Woodall

Seated, l. to r.: Assistant Secretary Rev. Dr. James Earl Garmon, Sr., Vicechairperson Dr. Raquel O. Yiengst, Chairman Gerald S. Robinson. Standing: J. Whyatt Mondesire, Daniel Woodall, Sylvia A. Waters, Ismael Arcelay, S. Kweilin Nassar. Not pictured: M. Joel Bolstein, Stephen A. Glassman, Secretary Dr. Daniel D. Yun.



Dedication

Forty-one Years of Dedication to Achieving Equal Opportunity

We have achieved tremendous civil rights milestones under Homer Floyd's leadership. From landmark sex discrimination cases in the 1970s and 80s that helped level the playing field for women in the workplace, to a \$6.4 million settlement in the 1990s that improved access to public services for people with disabilities, the agency's work under Homer Floyd has upheld the rights and improved the lives of millions of Pennsylvanians.

In the last decade, the commission issued a precedent-setting race-based predatory lending order; saw resolution of a decades-long

court battle over school desegregation; and just last month, fostered a settlement establishing a framework for resolving and preventing bullying and racial harassment in schools.

Forty years of accomplishments are nearly impossible to summarize. But progress under Homer Floyd's leadership has been substantial, and achieved largely through his tenacious commitment to the goal of protecting the civil rights of all Pennsylvanians.

- PHRC Chairperson Stephen A. Glassman
January 14, 2011

Homer C. Floyd
PHRC Executive Director
1970 - January 2011

During my campaign for governor, I spoke a lot about courage, I spoke a lot about making tough decisions and I spoke a lot about making a difference, for the benefit of all Pennsylvanians.... These men and women have shown courage; and have already made a real difference in their own lives, in the lives of their neighbors and in their communities... There is Homer C. Floyd, the former football star who dedicated his life to making sure that everyone, regardless of race, gender, faith or disability, was on a level playing field.

- **Governor Tom Corbett**

Introducing employee profiles in

In Common, Commonwealth Newsletter, Winter 2011

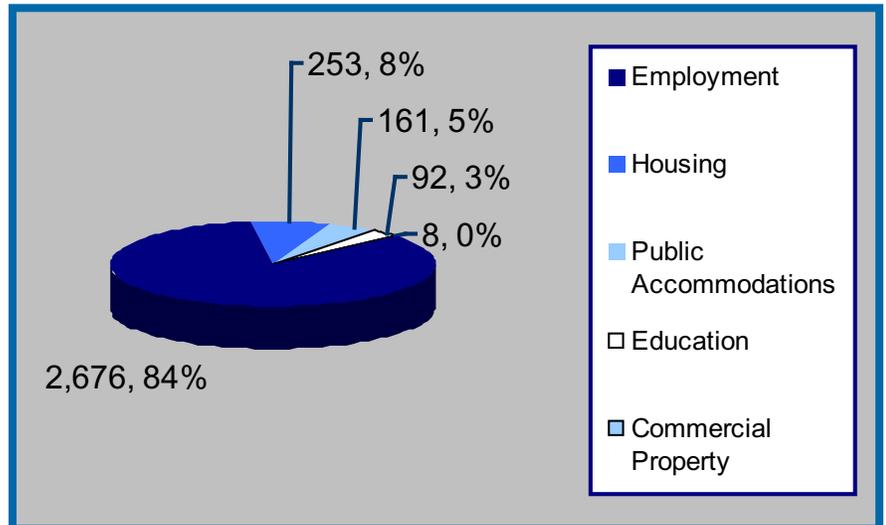
Focus

Discrimination Investigations & Enforcement

In 2010-11, PHRC initiated 3,190 investigations of illegal discrimination complaints. This was a 19.4 percent decrease from 3,958 in 2009-10.

Total complaints included:

- 2,676 of employment discrimination,
- 253 of housing discrimination,
- 161 of public accommodations* discrimination,
- 92 of education* discrimination and
- 8 of commercial property discrimination.



Despite the overall decrease in 2010-11, education discrimination complaints increased 84 percent. These complaints allege violations of the Pennsylvania Fair Educational Opportunities Act, which is specific to higher education and secondary and postsecondary vocational and technical education. Other complaints of discrimination against students in educational institutions fall under public accommodations.

Employment discrimination complaints decreased 19.9 percent. Housing discrimination complaints decreased 4.2 percent.

Large decreases in commercial property complaints (95.7 percent) and public accommodations complaints (59.3 percent) are due to one very large group of 2009 complaints, filed on behalf of primarily minority children against a suburban Philadelphia swim club.

Case Closings

Cases Pending beginning of year: 4,697

Cases Pending at year end: 4,651

- 4,360 under investigation
- 270 in conciliation
- 21 on the Public Hearing docket

Average age of pending cases: 441 days

Total Cases Closed: 4,437

EEOC Cases* Closed: 2,555

HUD Cases* Closed: 198

Total Complaints = 3,190

Settled after Probable Cause finding: 53

Settled before finding: 1,208

Closed after No Probable Cause finding: 1,406

Closed for other reasons (withdrawn, filed in court, etc.): 509

56 percent of cases were closed within a year of filing, of those, 33 percent were closed in within six months and 12 percent within three months.

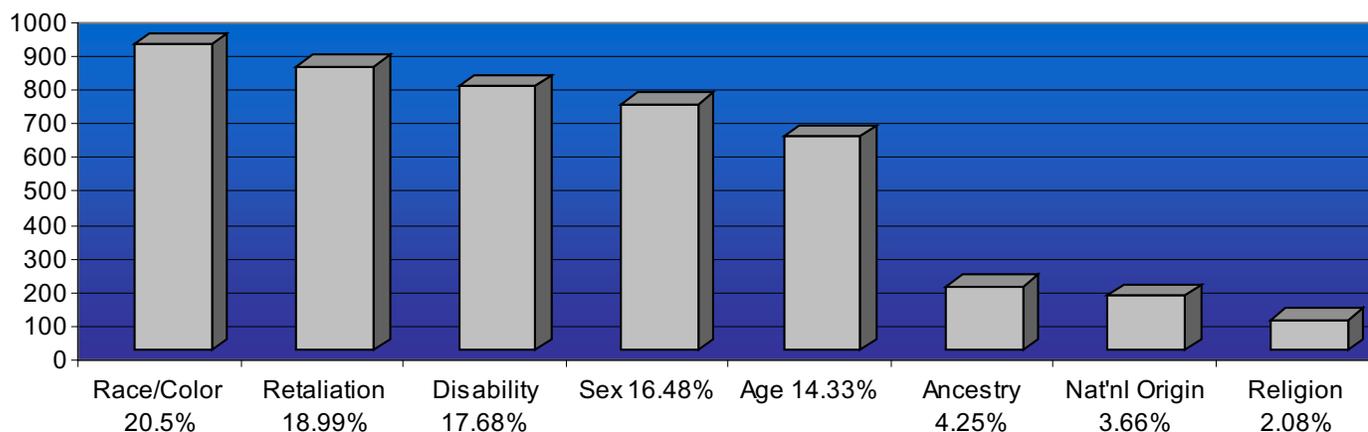
The commission closed a significant backlog of housing cases filed dually with the U.S. Department of Housing and Urban Development, or HUD, and increased the number of HUD cases closed within 100 days by 11.3 percent. This improves our ability to obtain federal funding for these cases.

Total Probable Cause Findings — 94:

Education—2, Employment — 36, Housing — 39, Public Accommodations — 17

*EEOC cases are investigated by PHRC on behalf of both PHRC and the U.S. Equal Employment Opportunity Commission. HUD cases are investigated by PHRC on behalf of both PHRC and the U.S. Dept. of Housing and Urban Development. PHRC receives federal funding for these cases.

Discrimination Investigations & Enforcement, cont.



Basis of Complaints

The bar graph above illustrates the basis of complaints PHRC docketed for investigation and the percentage of the total represented by each. Since an individual may allege discrimination based on more than one factor (age, sex, race, etc.), complaints shown here may appear more than once. A detailed breakdown within each protected class basis is available in the case statistics on pages 11-13 of this report.

Relief to Discrimination Victims: Settlement Highlights

PHRC settlements awarded benefits to more than 16,906 alleged victims of illegal discrimination in 2010-11, including monetary benefits of \$8.06 million.

In addition to monetary payments, settlement terms involve improved workplace policies; training for staff, management, students or faculty; religious accommodations; and building alterations or other measures to improve physical accessibility. Many of these measures to remedy discrimination benefit consumers, homeowners, employees and students for years to come. Some have quantifiable monetary value, others do not.

One example of an award with quantifiable value is \$100,000 in utility improvements to a Western PA neighborhood whose residents alleged they were offered subpar service based on race.

South Philadelphia High School Settlement

In Dec. 2010, PHRC fostered a significant settlement in cooperation with the U.S. Dept. of Justice. The agreement with the School District of Philadelphia and the School Reform Commission resolved eight discrimination complaints alleging widespread harassment of Asian students at South Philadelphia High School.

“Harassment and bullying are huge roadblocks to an education for immigrants and other minority children. Today we have leapt a giant hurdle by getting groups with major differences to agree to work together to resolve these problems and protect our children.” – Stephen A. Glassman

Students and advocacy groups alleged that school officials had repeatedly allowed Asian students to be beaten and harassed.

Discrimination Investigations & Enforcement, cont.

Relief to Discrimination Victims: More Settlement Highlights

The settlement involves a number of tangible measures to prevent future harassment, improve communication between school staff, students and parents; and help ensure educational equity for all students, regardless of their ethnic backgrounds.

Settlements Over \$10,000

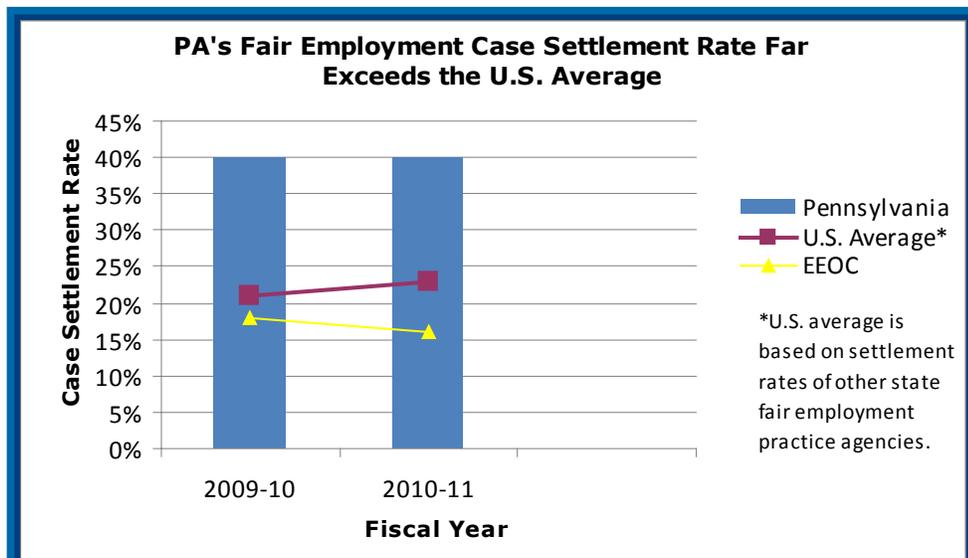
PHRC settlements are legally binding and generally confidential, so they are not publicized.

A number of PHRC settlements involved amounts of \$10,000 or more, including 119 employment cases:

- 23 settlements involved allegations of **sex discrimination**:
 - 2 with male complainants — highest amount, \$15,000.
 - 6 **pregnancy discrimination** cases — highest amount \$52,801.
 - 4 sexual harassment complaints by women — highest amount, \$116,500.
 - 11 settlements with women discharged or terminated from contracts — highest amount, \$50,000.
- 13 settlements for **race discrimination** allegations; most filed by African-American or black complainants — highest amount, \$40,102.
- 26 settlements involved **disability discrimination** — highest amount, \$100,000.
- 27 **age discrimination** settlements — \$125,000 was the highest amount.
- 17 **retaliation settlements** — highest amount, \$115,000.
- 11 settlements involved **discrimination based on ancestry or national origin**, including 4 Hispanic or Latino complainants.
- 2 settlements were for complaints of **religious discrimination**; one for \$60,000 to a Buddhist, and one for \$25,000 to a Jehovah's Witness.

A **disability-related housing discrimination** case settled for \$87,608.

\$35,000 was awarded in a disability-related **public accommodations** settlement with a woman who was denied access to a business because she relied on a service animal.



PHRC's settlement rate for employment complaints, which make up the large majority of investigations, was 40.6 percent for 2010-11. The rate far exceeds the U.S. average for Fair Employment Practice Agencies (state and regional agencies that enforce employment discrimination laws) and is more than two and one-half times that of the U.S. Equal Employment Opportunity Commission.

Discrimination Investigations & Enforcement, cont.

Relief to Discrimination Victims: Public Hearings

PHRC holds public hearings on complaints that fail to settle after an investigation finds probable cause. Hearings are conducted by a PHRC hearing examiner or a panel of three commissioners.

The full commission — after considering the hearing record, plus the opinion and recommendation of the panel or examiner — issues a legally binding final order, enforceable in Pennsylvania courts.

Of 28 cases placed on the public hearing docket during the year, eight cases settled, and PHRC held 11 hearings, issuing seven final orders as summarized below.

- In May 2010, PHRC ordered a Pittsburgh business to pay a former worker more than \$135,000 in back pay and expenses, plus interest, for illegally retaliating against her for filing a complaint, and for discriminating against her based on her age, sex and disability. The company failed to answer charges made against it and the commission found it liable.



- In September, 2010, the commission ordered a Lehigh Valley personal care facility to pay more than \$63,250 for illegally denying equal housing opportunity to a resident because she was HIV-positive. The award included \$5,000 in civil penalties and \$50,000, plus interest, to compensate for humiliation and suffering.

Commonwealth Court later upheld the order on appeal, awarding additional fees to the complainant.

- In October 2010, the commission ordered a Berks County child welfare agency to cease illegal discrimination based on race and have its staff and managers undergo non-discrimination training.

- A March 2011 order stemmed from a case involving a female worker who was fired after a physical altercation. The company had briefly suspended a male who assaulted a coworker with a large block of cheese, causing injury. PHRC ordered the Mercer County dairy producer to pay more than \$38,700 for sex discrimination.

- In June 2011, the commission ordered a Philadelphia recreation council to cease discriminating based on race and to reimburse \$380 in expenses to a white woman who wanted to start a youth baseball league and was denied participation in council programs. PHRC also ordered the council to undergo training on civil rights related to public accommodations.

- The commission dismissed a disability discrimination complaint and an age discrimination complaint, after finding that complainants had not produced sufficient evidence to support their claims.

Focus

Promoting Equal Opportunity

Enforcement of PA nondiscrimination laws is only part of PHRC efforts to eliminate illegal discrimination. The second, equally important effort is educating Pennsylvanians about their rights, and how to live and work together without compromising the rights of others.

ADA Anniversary — Diminishing Disability Discrimination

July 26, 2010 marked the 20th anniversary of the Americans with Disabilities Act, or ADA. The commission celebrated the milestone by reinforcing its longstanding commitment to eradicating disability discrimination in PA, a commitment that pre-dates the passage of the ADA and continues to evolve and expand. As early as 1967, the PA Human Relations Act included prohibitions of discrimination based on disability — barring housing discrimination against users of guide dogs for blindness. Those prohibitions were extended to public accommodations in 1972.

In 1974, the PHRA was amended to prohibit discrimination based on a person's disability. The following year, disability-related complaints made up eight percent of the commission's total 1,782 complaints docketed during the year. The act was again amended in 1991, expanding those protections to match those in the ADA and the federal Fair Housing Act. The following year, disability-related complaints made up 14 percent of the total of 5,504 complaints.

This year, the 806 disability-related complaints docketed made up 17.7 percent of the overall total of 3,190. Disability — the protected class anyone can enter at any time — remains an area in which we are committed to educating Pennsylvanians on their rights as individuals and their responsibilities as business owners or operators, educators, and housing lenders or providers.



Over the years, our work to eradicate other types of discrimination has succeeded in reducing the number of overall complaints filed, and in reducing complaints based on factors such as race and skin color. Our goal is to combine enforcement and educational outreach efforts in order to eliminate physical barriers and change inaccurate perceptions that contribute to disability discrimination.

Staff Outreach & Training

Over the year, PHRC education and community services staff conducted over 138 trainings and seminars, reaching over 6,000 Pennsylvanians.

Attorneys, investigators and other staff members also conducted training in their areas of expertise. This type of training is often in response to specific trends, such as the marked increase in retaliation complaints nationwide. PHRC's chief counsel appeared on a national legal affairs television program to address the trend. Along with other agency counsel, he has trained labor attorneys to respond to their client's needs and liabilities in this area.

Training topics included:

- Workplace equity for women
- predatory lending
- retaliation in employment
- cyberbullying & bullying
- hate crime
- community response to bias
- workplace diversity
- campus and classroom intergroup relations
- group privilege and perceptions
- accessibility in public spaces and housing
- retaliation in employment

Commission staff made general presentations and in-depth training for legal, housing and other professionals and for personnel in businesses, local governments and schools as part of settlement agreements and by invitation.

Promoting Equal Opportunity, cont.

Commissioners: Civil Rights Ambassadors

PHRC commissioners participate in events around the state, serving not only as objective adjudicators of cases that reach the public hearing phase, but as civil rights ambassadors.

In 2010-11 commissioners addressed ethnic, religious, employer and community groups in their regions, introducing them to PHRC jurisdiction and mission. Our goal in the coming year is to expand this function of commissioners in order to extend our message to a wider audience of Pennsylvanians.

Promoting Educational Equity

After being approached by a number of community organizations and individuals with concerns about the Reading School District, the commission convened a public hearing, beginning in September 2010 and continuing in February 2011, to examine issues of equal educational opportunity, equal employment opportunity and school safety in the district.

Following the hearing, the commission compiled data relevant to issues raised, and made recommendations to the district. Recommendations, based on statistical models and proven methods, seek to partner with the district to resolve racial tensions and identified issues limiting educational opportunities, particularly for Hispanics and Latinos who make up 76 percent of the district population. Follow up on the hearing and recommendations continued into the following fiscal year.

Extending Our Reach

Over 200 people attended monthly meetings of the PA Interagency Civil Tension Taskforce, a large, public-private network of partners led by PHRC in conjunction with the PA Attorney General's Office and PA State Police. The group tracks incidents of racial, ethnic, religious, disability and gender bias that may lead to tension in communities.

Through proactive education and response to incidents, they bring their collective resources to bear on diminishing the effects of bias and preventing civil tension throughout the commonwealth.

Six PHRC Advisory Councils around the state hosted events focused on raising awareness of civil rights issues such as fair housing, educational equity, diversity, and discrimination against Muslims and Hispanics. This year, PHRC mourned the loss of a longtime leader of one of our most active councils, Dr. Donald C. Clark, a passionate advocate for minority rights and educational equity in Montgomery County.

In the coming fiscal year, the commission will work to better partner with advisory councils to promote and extend the agency's mission.



Equity, access and achievement for every child.
What can you do to make it a reality?

With your help,
Every child can.

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HUMAN RELATIONS COMMISSION

The PHRC-sponsored Montgomery County Education Equity Summit brought 400 students, parents, school officials from 10 districts, educators, law enforcement, community leaders and civil rights professionals together to examine problems contributing to the persistent achievement gap between minority and white students. The event aimed to combine the energy, resources and expertise of groups with a stake in children's academic success and begin to formulate a strategy to work together to remove barriers to minority student achievement.

We invite you to join us in our goal of promoting equal opportunity and diversity in Pennsylvania so that everyone, regardless of race, color, ethnicity, age, sex, religion, family status or disability has a chance to succeed!

Case Statistics: Discrimination Profile

Cases Docketed by County and Type*

County	E	H	PA	CP	ED	Total
Out of State	73	21	5			99
ADAMS	13	1	1			15
ALLEGHENY	249	28	16	3	12	308
ARMSTRONG	6					6
BEAVER	13	4	1	1		19
BEDFORD	8	3				11
BERKS	77	5	6	1	4	93
BLAIR	21	4	3			28
BRADFORD	6					6
BUCKS	97	14	14			125
BUTLER	20	1				21
CAMBRIA	17	3			2	22
CAMERON	1					1
CARBON	3		1			4
CENTRE	22	2			2	26
CHESTER	75	4	4			83
CLARION	1					1
CLEARFIELD	9	1			1	11
CLINTON	5					5
COLUMBIA	10	2			1	13
CRAWFORD	6	1				7
CUMBERLAND	113	6	5			124
DAUPHIN	271	9	9	1	6	296
DELAWARE	140	10	12		10	172
ELK	2					2
ERIE	27		2		1	30
FAYETTE	14	4	5			23
FOREST		1				1
FRANKLIN	16	2	1			19
FULTON	2					2
GREENE	2					2
HUNTINGDON	6					6
INDIANA	8				1	9

County	E	H	PA	CP	ED	Total
JEFFERSON	4		1			5
JUNIATA	1					1
LACKAWANNA	46	1	1		3	51
LANCASTER	125	9	11		10	155
LAWRENCE	15	4	1	1		21
LEBANON	37	1	3		1	42
LEHIGH	50	9	3		1	63
LUZERNE	43	4			2	49
MCKEAN	2					2
MERCER	17	3	2			22
MIFFLIN	1					1
MONROE	33	2			2	37
MONTGOMERY	190	19	15		4	228
MONTOUR	7					7
NORTHAMPTON	33	4			1	38
NORTHUMBERLAND	12	2	1			15
PERRY	4					4
PHILADELPHIA	452	45	24	1	16	538
PIKE	5	2	1		1	9
SCHUYLKILL	17				1	18
SNYDER	15					15
SOMERSET	2					2
SULLIVAN	1					1
SUSQUEHANNA	1					1
TIOGA	2					2
UNION	8	1			1	10
VENANGO	4	1				5
WARREN	7					7
WASHINGTON	27	5	1		1	34
WAYNE	9					9
WESTMORELAND	28	5	5			38
YORK	125	9	4		6	144
Statewide Total	2,675	253	160	8	91	3,187

*Docketed cases include all those for which an investigation was initiated. Cases found to be non-jurisdictional, filed in error or withdrawn prior to an investigation are not included in this number.

The county listed is the county in which the respondent is located. Out-of-state respondents are responsible parties located in other states, but who have employees, tenants or businesses located in Pennsylvania.

E = Employment
H = Housing
PA = Public Accommodations
ED = Education
CP = Commercial Property

Basis of Discrimination: Protected Classes*

Age*	E	H	CP	Total
40 – 42	42	15		57
43 – 45	26			26
46 – 48	44			44
49 – 51	70			70
52 – 54	75			75
55 – 57	92	1		93
58 – 60	86			86
61 – 63	58			58
64 – 66	42	3		45
67 – 69	34			34
70 – 72	21	3		24
73 – 75	13			13
76 – 78	3		1	4
79 – 81	5	1		6
82 – 84	3	1		4
Total	614	24	1	639



Sex*	E	H	PA	ED	Total
Female	466	16	5	6	493
Female Pregnant	84				84
Male	142	3	8	5	158
Total	692	19	13	11	735

Of the total, 129 employment cases and 3 education cases included sexual harassment allegations.

Ancestry*	E	H	PA	ED	Total
Acadian/Cajun	1				1
African	2				2
Albanian	1				1
American	9	1			10
Asian	2				2
Bangladeshi			1		1
Cuban		1			1
Dominican	5				5
Egyptian	1				1
Ethiopian	1				1
German	1				1
Guyanese	1				1
Hispanic	98	4	6	6	114
Indian	4				4
Italian	2			1	3
Jamaican		1			1
Japanese	1				1
Korean		1			1
Latino	12			1	13
Liberian	1				1
Mexican	3	1			4
Polish	1				1
Puerto Rican	16	1			17
Russian	1		1		2
Spanish	2				2
Total	165	10	8	8	191

Race*	E	H	CP	PA	ED	Total
African American	593	62	1	66	32	754
American Indian	1					1
Asian	7	1		10		18
Bi-Racial	3	2		2	2	9
Black	46	5		2	1	54
Caucasian	56	4			1	61
Complainant's race and known association with another person	8	2	1	1		12
Total	714	76	2	81	36	909

*Complainants self-identify age, race, sex, ancestry and national origin.

Basis of Discrimination: Protected Classes, cont.

National Origin	E	H	PA	ED	Total
Afghanistan	4				4
Africa	4				4
Albania	1				1
Bangladesh			1		1
Bosnia Herzegovina	4				4
Chile	1				1
China	4		1		5
Colombia	1				1
Cuba	6				6
Dominica	1				1
Dominica Republic	1				1
Egypt	14				14
El Salvador	1				1
Ethiopia	1				1
Ghana	3				3
Guatemala	1				1
Guyana	1				1
Haiti	8		2	2	12
India	10	4	3	1	18
Iran	1	1			2
Israel	1				1
Italy	1	1			2
Jamaica	7	1			8
Kenya	2				2
Korea				1	1
Liberia	7				7
Mali	2				2
Mexico	2				2
Niger	1				1
Nigeria	5				5
Pakistan			1		1
Poland	1				1
Portugal		1			1
Puerto Rico	18	2			20
Russian Federation	2		2	2	6
Saudi Arabia	1				1
Somalia	1				1
Sudan	2				2
Syria	1				1
Togo					
Trinidad & Tobago	3				3

National Origin	E	H	PA	ED	Total
Tunisia	1				1
Ukraine	1				1
United Kingdom	1				1
U.S.	15	2			17
Vietnam	2				2
Total	145	12	10	6	173

Religion	E	H	PA	ED	Total
7th Day Adventist	2				2
Amish	1		1		2
Atheism	4				4
Baptist	2				2
Christianity	10		1		11
Islam	23	3	8	10	44
Jehovah Witness	2				2
Judaism	7		1		8
Non-Christian	2	1	1		4
No Sunday Work	1				1
Protestantism	1				1
Roman Catholicism	2	1			3
Sikh	2				2
Strongly Held Belief	5				5
Wiccan	1				1
Total	65	5	12	10	92

Misc. Class	E	H	Total
Use of Guide/ Support Animal		2	2
Trainer, Guide/Support Animal		1	1
GED	1		1
Total	1	3	4



Basis of Discrimination: Protected Classes, cont.

Disability	E	H	CP	PA	ED	Total
Cognitive	36	14		4	10	64
Hearing	21	1		3	1	26
Immunological	12	1		2		15
Mobility/Joints	116	13	4	11	3	147
Multiple/ Other	300	55	1	9	8	373
Neurological	32	8		4	1	45
Psychological	78	14		4	5	101
Respiratory	13	4				17
Vision	8	5		1	1	15
Total	616	115	5	38	29	803

E = Employment
H = Housing
PA = Public Accommodations
ED = Education
CP = Commercial Property

Familial Status	H	Total
Parent designee or other guardian	2	2
Child under 18 living with parent of guardian	1	1
Parent or other person having legal custody	12	12
Total	15	15

Retaliation	E	H	CP	PA	ED	Total
Assisted Investigation	46	1	1	2	1	51
Filed PHRC Complaint	144	16		9	5	174
Otherwise Opposed Unlawful Activity	564	12		14	8	598
Provided Information	18					18
Testified	10					10
Total	782	29	1	25	14	851





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