



pennsylvania
HUMAN RELATIONS COMMISSION

"YOU MUST LET
Suffering
Speak,
if you want to
Hear the
Truth."
Dr. Cornel West

Chad Dion Lassiter, MSW
Executive Director, PHRC

www.phrc.pa.gov



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HUMAN RELATIONS COMMISSION

"ONE PERSON OF
Integrity
can
MAKE a
Difference."
Elio Wiesel

Joel Bolstein, Esq
Commission Chairperson, PHRC

www.phrc.pa.gov



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"THE
Lion's Story
will **NEVER**
be **KNOWN**
AS LONG AS THE
Hunter is the one
To Tell It."
West African Proverb

Guertine Laurore, Esq
Director of Policy and Intergovernmental Affairs, PHRC

www.phrc.pa.gov



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HUMAN RELATIONS COMMISSION

"SERVING PENNSYLVANIANS AS A
HUMAN RELATIONS COMMISSIONER
FOR OVER FORTY FOUR YEARS,
has given **ME** the
OPPORTUNITY
to enforce
Civil Rights
AND THE MISSION
OF THE COMMISSION IN ORDER TO
Eradicate
Discrimination!
IN OUR COMMONWEALTH."

Raquel Yingst
Commission Vice Chair, PHRC

www.phrc.pa.gov



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HUMAN RELATIONS COMMISSION

"IT ALWAYS SEEMS
Impossible,
until it is
DONE."

Anja Velemir
Special Assistant to the Executive Director, PHRC

www.phrc.pa.gov



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HUMAN RELATIONS COMMISSION

"THE FIGHT FOR
Civil Rights
Continues
because
our ancestors
WORKED TOO
hard to
turn back now!"

Tameka Hatcher
Educational Outreach/
Police Training Coordinator,
PHRC

www.phrc.pa.gov



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HUMAN RELATIONS COMMISSION

"**Rip**
Off the
BANDAID."

Morgan Williams, Esq
Assistant Chief Counsel, PHRC

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HUMAN RELATIONS COMMISSION

"WE MUST **CONSISTENTLY**
Reflect upon
our OWN ACTS and
constantly **INFLUENCE**
THE ACTS OF OTHERS
to **Ensure that**
Fairness,
COMPASSION
And **KINDNESS**
Permeate THROUGHOUT
THE FABRIC OF ALL WE
TOUCH.

Mayur Patel, Esq,
Secretary & Commissioner

www.phrc.pa.gov



pennsylvania
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"WE LIVE IN A WORLD IN
WHICH WE NEED TO
SHARE RESPONSIBILITY.
It's **easy to say**
"It's **NOT**
my CHILD,
NOT my
community,
not my
WORLD,
NOT my problem."
THEN THERE ARE THOSE
WHO SEE THE NEED AND
RESPOND. I CONSIDER
THOSE PEOPLE MY
HEROES."
Fred Rogers

Ian Fahnestock
Clerk Typist 3, PHRC

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"THE **RIGHTS** OF
Every Man
are
Diminished
when the
Rights
of one man
are
Threatened."
JFK

Beth Oster
Intake Investigator, PHRC

www.phrc.pa.gov



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"UNLESS SOMEONE
Like You
Cares
a whole
awful lot,
nothing is
going to get better.
It's not."
Dr. Seuss

Renee Martin
Director of Communications,
PHRC

www.phrc.pa.gov



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"THERE IS **NO JUSTICE**
WHEN SOME—BECAUSE OF
Race, Sex,
RELIGION, COLOR,
National Origin,
or
Disability,
AMONG OTHERS—
ARE DENIED A SAFE PLACE
TO LIVE, LEARN, WORK,
AND SOCIALIZE!"

Aleena Sorathia, Esq
Commissioner, PHRC

www.phrc.pa.gov

2019 Annual Report



pennsylvania
HUMAN RELATIONS COMMISSION

PHRC at a Glance

Launched PHRC Social Justice Film Series Talk Back In Designated Schools in Pennsylvania

Fair Housing Conference, Fair Housing Training and Fair Housing Testing

State Correctional Institution Listening Tour w/the Secretary of Corrections around inmate challenges

Antisemitism Awareness & Intervention Initiative

Sexual Harassment and Trauma Informed Training Ongoing

PHRC and DOC Female Inmate Prison design Initiative

Domestic Violence Prevention & Awareness

Relaunched a robust Mediation Program

Established a Director of Policy & Intergovernmental Affairs position

Governor's Lean Management Training Ongoing

EEOC and HUD Continuous Training

PHRC Houses of Faith Fair Housing Initiative

PHRC Backlog Re-Engineering

PHRC Philadelphia Advisory Council formed along with 5 new Advisory Councils as well

PHRC Social Justice Global Initiative with Human Relations Commissions around the World

Taking PHRC into nontraditional spaces to educate the public on how we work and their protections and rights

Launched PHRC Social Justice Youth Community Project

Launched PHRC School to Prison Pipeline Project

Successfully completed the Reading School District Agreement

Graduated 12 PHRC Staff members from the MLK Leadership Institute

Expanded our PHRC Social Justice Internship Program

Launched our PHRC Social Justice Portrait Program

Expanded our PHRC Social Justice Lecture Series

Expanded our PHRC Educational Division to better reach the community

Continued our PHRC No Hate In Our State Town Halls

Increased PHRC Staff Compliment to better serve the community

Completed branding of PHRC Educational materials

Educated the public about our PHRC LGBTQ Guidance through outreach efforts

Completed a thorough analysis of our processes and systems



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PHRC Vision, Mission & Values

VISION

As Pennsylvania's civil rights leader, it is our vision that all people in Pennsylvania will live, work and learn free from unlawful discrimination.

MISSION

The PA Human Relations Commission promotes equal opportunity for all and enforces Pennsylvania's civil rights laws that protect people from unlawful discrimination.

VALUES

Equality - We believe strongly in the equality and dignity of all individuals. We uphold the principles of justice and fairness through our work, conduct and communication.

Service - We subscribe to the highest standards of responsiveness, quality, timeliness and professionalism.

Integrity - We uphold the highest standards of honesty and transparency. We are candid, trustworthy, credible and unbiased.

Excellence - We strive to excel in our work. We endeavor to ensure a highly prepared, diverse, competent and committed workforce.

Teamwork - We build and sustain strong, constructive and collaborative relationships.

Respect - We value employees' talents and differences and treat them with consideration and importance.



(l-r) Ronnessa Edwards, Latifah Riley, Diana Medley, Chad Dion Lassiter, Terri Thomas

Pennsylvania Human Relations Commission
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A Message from Governor Tom Wolf

Since its inception, the Pennsylvania Human Relations Commission (PHRC) has upheld the principles of our founder, William Penn, including fairness, equality, and inclusion for all. Pennsylvania, for centuries, has represented these values to ensure that all of our citizens have equal opportunity, whether that be in employment, education, or in their private lives.

The work PHRC has undertaken in this past year exemplifies the dedication and continual commitment by the commonwealth to protect all Pennsylvanians from discrimination. Although tremendous progress has been made in protecting our citizens, there is still more work to be done. The administrative, legal, and investigative staff at PHRC continues to work alongside Pennsylvania's executive agencies to complete every case with the utmost care. I commend PHRC's success over the past year and look forward to supporting their efforts in the years to come.



Sincerely,

A handwritten signature in black ink that reads "Tom Wolf". The signature is fluid and cursive.

Tom Wolf
Governor





Chairman's Statement

Commissioner - M. Joel Bolstein

The Pennsylvania Human Relations Commission has been actively engaged in protecting the civil rights of all the state's residents since the agency was first created in 1955. Every day the PHRC deals with issues that adversely impact residents in the most personal way and each year we investigate and adjudicate thousands of discrimination complaints.

These are extraordinary times to chair the PHRC. Uncivil discourse and violence constantly threaten to erupt while discriminatory practices must be policed to ensure equality of opportunity for all our state's residents. The strength of the PHRC is its unwavering commitment and its extensive experience. However, it is important that we continue to

challenge ourselves to find the best methods of outreach and engagement to inform Pennsylvanians of their rights under the law and employers and landlords of their obligations.

As Chairman, I believe that a diverse leadership team is essential for this work and this is reflected in our Commissioners and across the staff. I appreciate that Chad D. Lassiter, executive director, continues to energetically and intellectually move the agency forward by establishing priorities in new areas including such as Sexual Harassment Symposium, Antisemitism Prevention, LGBT Advocacy and the Social Justice Global Initiative.

I want to thank the Commissioners for their engagement with management and I want to thank the staff of PHRC for all their hard work and their efforts to meet our new objectives in a mission-oriented way.

I also want to express my personal gratitude to Governor Wolf for his leadership and to our friends in the General Assembly for their continued support of PHRC.

Unfortunately, these are contentious times and the PHRC has never been more necessary. But it is a privilege to lead the Board of the Pennsylvania Human Relations Commission that stands firmly on the frontline of ensuring fairness and peace. I look forward to continuing to work with my fellow Commissioners, our Executive Director, Regional Directors and the professional staff in each of our four offices to help make PHRC a leader among states and one of the nation's premier civil rights agencies. We welcome you in partnering with us on this continued journey.



Executive Director

Executive Director - Chad Dion Lassiter

When a hateful act occurs in our communities – whether a horrendous act of mass violence or an unfortunate case of individual discrimination - it rips apart our social fabric. The problem doesn't disappear when the police leave nor dissipates when the story is no longer in the news. For hate to abate, there must be a healing process.

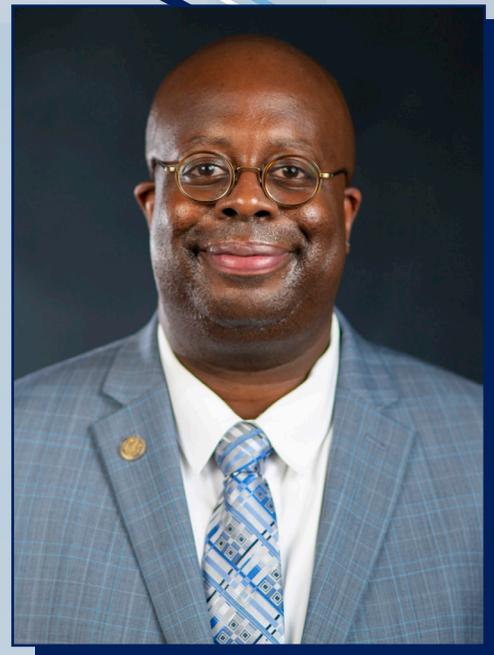
The Pennsylvania Human Relations Commission is the agency tasked with promoting justice, fairness and equality. All of us take very seriously this legal and moral obligation to those who have been aggrieved and unfortunately, the need for our services remain strong. Last year, we received almost 2,000 new cases to investigate.

However, we must also help restore the peace in an adversely impacted community. Since becoming the executive director of PHRC nearly two years ago, I've singularly focused on our mission - The PA Human Relations Commission promotes equal opportunity for all and enforces Pennsylvania's civil rights laws that protect people from unlawful discrimination.

Hate is an ancient concept but confronting hate requires new 21st century tools. I've introduced new methods for tackling an age-old problem. One essential tool has been to craft opportunities for meaningful dialogue and to create a sense of trust and safety for community residents to voice differing opinions in a nonviolent manner. This is the rationale behind our No Hate in Our State tour and reports which provides a blueprint for both the community and the PHRC to decrease hate-fueled activity in our state. For example, we are partnering with social justice groups, such as the NAACP, to confront hate group activity and discriminatory practices. We will continue to take steps to expand the training, outreach and educational work that is critical in confronting the forces of hatred and discrimination in our communities.

In my first year, I conducted a statewide listening tour. Last year, we designed innovative initiatives rooted in evidence-based practices. This year, we are in the implementation phase for such activities as our Social Justice Initiative and Social Justice Lecture series. These are just two of the programs that will make us the premier civil rights organization of the 21st century.

I want to thank the staff of the PHRC who stands ready daily to confront hateful acts and to be part of the healing process in communities impacted by discrimination. I also wish to thank the PHRC Commissioners and Governor Tom Wolf who continue to provide critical support. Our ambition and fervent wish will remain to help Pennsylvania become a more peaceful and just community for all its residents.





Commissioners



Chairman M. Joel Bolstein

“I am very grateful to Governor Wolf for appointing me Chairperson and allowing me to continue in a leadership role alongside my fellow Commissioners, our wonderful new Executive Director, Chad Dion Lassiter, and our very talented and extremely dedicated professional staff.”



Vice-Chair & Commissioner Raquel O. Yiengst

“My hope for PHRC is that it will continue to be the government agency that promotes civil rights, eradicates discrimination for all, and upholds Equal Educational Opportunity for all children so that we can create a better future for all.”



Secretary & Commissioner Mayur Patel, Esq.

“I am proud to be part of a group of individuals whose singular focus is to ensure that the people of our Commonwealth are being treated fairly and with respect. This area of focus is now more important than ever.”



Commissioner Radheshyam M. Agrawal, M.D.

“When rights of human beings are compromised, they lose the opportunity to a productive life.”



Commissioner George B. Dawson

“The road to justice should be free of impediments.”

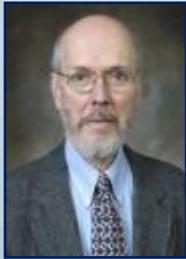


Commissioner Kathleen Dormer

“Everyone deserves to live in a society free of discrimination.”



Commissioners



Commissioner Michael Hardiman

“Every day presents new opportunities!”



Commissioner Curtis Jones

“From the White House to our house, human relations is an important aspect of the quality of our life. Fairness, in housing, employment and racial and religious tolerance is an essential responsibility of our organization.”



Commissioner Gerald S. Robinson, Esq.

“Even though our task is daunting we can meet it”



Commissioner Adrian Shanker

“The role PHRC plays is essential to the freedom to live, work, play, and visit Pennsylvania without fear of discrimination.”



Commissioner Aleena Y. Sorathia, Esq.

“There is no justice when some—because of race, sex, religion, color, national origin, or disability, among others—are denied a safe place to live, learn, work, and socialize. I am proud to serve on a Commission that strives to build a Commonwealth full of communities free of hate and discrimination.”





Executive Office Staff



Anja Velemir has been with the Commission for two years and works directly with the Executive Director and Communication Director. She is the liaison between our agency and HR, OA and the Governor's Office for all agency related actions. She is responsible for Executive Team planning and maintains our calendars. She is solely responsible for posting open positions and maintaining job descriptions. Anja oversees all our purchasing and maintains the budget for reporting purposes. Anja coordinates special projects as directed by the Executive Director in addition to her normal course of work.



Carrie Peace-Simmons was born and raised Paterson, New Jersey and now a resident of the great city of Harrisburg, PA for 11 years. She is an Executive Administrative Assistant where she provides discreet and confidential and administrative support to all senior management staff. Carrie holds an Associate Degree in Business Administration and Marketing and a Bachelor Degree in Business Administration and Management. When Carrie is not wearing her hat as an Executive Administrative Assistant, she enjoys being a wife, mother of 2 sons, modeling and writing as her goal is to have her writings published.



(l-r) Andrew Barnes, Chairman Bolstein and Executive Director Lassiter

“Our country is not the only thing to which we owe our allegiance. It is also owed to justice and to humanity.”

- James Bryce



Communications and Public Relations



Communications and Public Relations

Renee Martin
Director

Through its communications efforts, the Pennsylvania Human Relations Commission endeavors to increase awareness of its services and to better engage the public in a dialog that will lead to greater trust and understanding among the residents of the Commonwealth.

Over the past year our most progressive project was to undertake a systematic analysis of the procedures, systems, and policies of the PHRC to increase our operational effectiveness and efficiency allowing us to better serve the citizens of the Commonwealth. The analysis was inclusive. Staff members and contracted partners were surveyed, training manuals were reviewed, and our record keeping and case management systems were analyzed. The result is we are now developing our internal teams who will be tasked with implementing the recommended changes in the report.

We have made many improvements in our communication, both internally and externally. This includes:

- Redesigned all of our brochures with new branding
- Kicked off our Human Relations Commission newsletter which updates staff and partners on what is happening at the PHRC
- Kicked off our NO HATE IN OUR STATE PORTRAIT campaign to raise awareness around social justice.
- Continued our NO HATE IN OUR STATE Town Hall meetings
- Initiated our PHRC Social Justice Youth Community Project which recognizes the importance of our young people embracing the diversity of their own communities. We granted four high schools funds to be specifically used to implement a diversity project in their community. Each school reports back to PHRC the details of the project and any outcomes along with recommendations for adapting and continuing the project.
- Increased our collaborative efforts with other agencies and other partners such as the Office of Attorney General, Office of Auditor General, Department of Corrections, HUD and EEOC along with local Human Relations Commissions', NAACP.



“There never will be complete equality until women themselves help to make laws and elect lawmakers.”

-Susan B. Anthony

Office of Chief Counsel



Office of Chief Counsel
Leslie Marant
Esquire, Chief Counsel

The Office of Chief Counsel is comprised of the Chief Counsel and seven attorneys across the Commonwealth of Pennsylvania. PHRC’s attorneys provide general counsel to the PHRC regarding its administrative and operation functions, partner with the Director of Policy and Intergovernmental

Affairs to oversee the Commission’s mediation program, support the Commission’s policy and legislative agenda, and handle cases involving allegations of discrimination in education. Attorneys situated in the PHRC’s regional offices work closely with the three Regional Directors as well as investigative and intake staff to initiate, investigate, and litigate claims of discrimination alleged by members of protected classes as defined by the Pennsylvania Human Relations Act (PHRA). The regional office attorneys also provide legal assistance to complainants, train PHRC staff and members of the public, and prosecute violations of the PHRA.

In 2019, PHRC attorneys reviewed approximately 700 complaints of discrimination and provided over 400 formal legal opinions to investigative

staff relating to cases filed with the agency. Regional attorneys also prosecuted public hearing cases. In the past year PHRC attorneys helped procure contracts for expert witnesses and social justice lecturers, administered PHRC’s mediation program, litigated education discrimination cases, and designed and implemented trainings and seminars throughout the Commonwealth.

2019 Highlights

- Commission attorneys filed a brief Amicus Curie arguing for the PHRC’s continued jurisdiction to investigate and adjudicate claims of unlawful discrimination against school districts.
- Secured a contract for First Person Arts which addressed healing the trauma of sexual harassment and assault through its groundbreaking concept of “applied storytelling” programming which incorporates first person guided accounts of hurt and trauma to take steps toward initiating the healing process in both the individual and his or her respective communities.
- Secured contracts for Tarana Burke, founder of the #MeToo movement, and Dr. Marquita Williams, moderator, for the Commission’s Sexual Harassment Conference held in May 2019.





- Secured a contract for author Damon Young, author of *What Doesn't Kill You Makes You Blacker*, for the Commission's social justice lecture series.
- Coordinated mediation in which 255 complainants received mediation and 42 respondents received mediation and successfully mediated 14 cases. While settlements and details of mediation are confidential, the settlements usually included both monetary and non-monetary relief.
- Litigated a Commission-initiated Complaint which resulted in an Order requiring a school district to remove offensive imaging and logos which disparage Indigenous People.
- Successfully defended a final order of the PHRC in Commonwealth Court related to protecting the housing rights of citizens who require the assistance of support animals and assuring that those citizens remain free from retaliation by landlords.
- Led an onsite inspection of records maintained by a school district necessary to carry into effect the provisions of the PHRA.
- Successfully defended a Right to Know Appeal which sought almost 70 years of confidential agency records.
- Obtained full remedy relief for a former employee of a large Western Pennsylvania employer.
- Obtained injunctive relief in Common Pleas Court for Complainants attempting to exercise their right to be free from discrimination.
- Testified before the House Labor & Industry Committee and the Democratic Policy Committee.
- Conducted various trainings and Continuing Legal Education (CLE) workshops across the Commonwealth including:
 - Prepared training materials and provided training to regional investigators regarding the standards for investigating education cases under the PHRA.
 - Provided training to local Commission Advisory Councils on employment discrimination and retaliation.





“We educated, privileged lawyers have a professional and moral duty to represent the underrepresented in our society, to ensure that justice exists for all, both legal and economic justice.”

- Supreme Court Justice Sonia Sotomayor

Education Division



Education Division
Dr. Mary Ellen Balchunis
Director

To support the vision of the Pennsylvania Human Relations Commission to eliminate discrimination and bias throughout the Commonwealth, the Education and Outreach Division has a bi-fold obligation. First, we respond to cases of educational discrimination. One of our major initiatives has been

to assist public school systems in addressing the needs of English language learners. Second, we collaborate with local Advisory Councils and the Inter-Agency Task Force to coordinate responses to discrimination and hate. Our local Advisory Councils are the eyes, ears and voices for the PHRC in the communities and we rely on them to carry the Commission’s message of no discrimination at the local level.

We also work closely with the Inter-Agency Task Force which is made up of representatives of government agencies, nonprofit partners, and community advocates who share information about civil tension in their areas. This information allows the PHRC to monitor and respond appropriately to situations. In addition, we are helping local Human Relations Commissions with support including training and technical advice.

The division also hosts a variety of cultural programming throughout the state.

In 1848, Horace Mann wrote: “Education, then, beyond all other devices of human origin, is the great equalizer of the conditions of men, the balance wheel of the social machinery.” We use education as the tool to train school districts, teachers and principals on Implicit Bias, to stop bullying among school students and to arrest the influence of white supremacy on college campuses.





Implicit Bias Training

Implicit bias operates in an unconscious or concealed manner and refers to the attitudes or stereotypes that affect our understanding, actions, and decisions. This training, designed by the PHRC, helps participants become aware of their own biases. Participants can receive certification for Continuing Legal Education credits and Law Enforcement Officer Training hours. In 2019, the Education Division presented “Leadership, Law Enforcement and Love” and we trained:

- Local and University Police – 200 participants
- School Districts – 500 participants
- Local HRC’s
- Community Organizations

Department of Justice SPIRIT Program

Youth need to develop the skills to find a peaceful solution to disagreement. This conflict resolution program works closely with the Department of Justice to teach students to get along with each other despite all their differences. This year we worked with over 400 participants at a SPIRIT SUMMIT.

Anti Bullying Program

This program was designed by PHRC to reduce bullying and discrimination directed to protected classes by students and educators. In 2019, the PHRC went to several schools and universities as well as faith-based organizations to spread the message of the dangers of bullying.

Public Awareness Events

More than 1,000 received information about the PHRC and its programs, at events hosted by legislatures, advocacy groups, and other departments. A special outreach to the LGBT community was made through Pride Events held to reach this community on the LGBT guidelines. PHRC also presented a Social Justice Lecture Series, and a Fair Housing Conference on Redlining and Gentrification.

Cultural Programming

Several programs were held throughout the year for staff and the community to celebrate our diversity.

- Black History Month
- Women’s History Month
- Hispanic Heritage Month
- Portraits in Pride, Walking in Their Shoes

No Hate in Our State Tour

We are so proud of our “No Hate in Our State” Town Halls. When there is an incident of great pain over hate in a community, we go into the community with our town hall and staff. In 2019, we worked in Carlisle, York, Erie, and Hanover.



“We must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to big differences that we often cannot foresee.”

- Marian Wright Edelman

Enforcement Division



**Enforcement/
Compliance Office**
Jinada Rochelle - *Director*

The Enforcement Division is responsible for a substantial portion of the behind the scenes work at the Pennsylvania Human Relations Commission. We ensure that closed cases are processed, respond to requests for preliminary hearings as well as right to know requests. The Divisions also

responds to data requests regarding the number of cases processed by the Commission from officials including township supervisors, planning board members and local human relations commission staffers. We work closely with the Equal Employment Opportunity Commission (EEOC) and the Department of Housing and Urban Development (HUD) who are our federal partners.

Our 2019 highlights include processing 1,144 cases for closure, working with the state’s OA-Information Technology (OIT) to update our case management system, and working with the governor’s lean management team to shorten the various discrimination questionnaires, explore multiple ways to file a complaint online and streamline the agency’s investigative process.

The clerical staff processed over 350 requests for information. This included sending out questionnaires and making referrals to other agencies or entities. We responded to 16 right to know requests and entered 1,040 EEOC investigated complaints into our internal case management system.

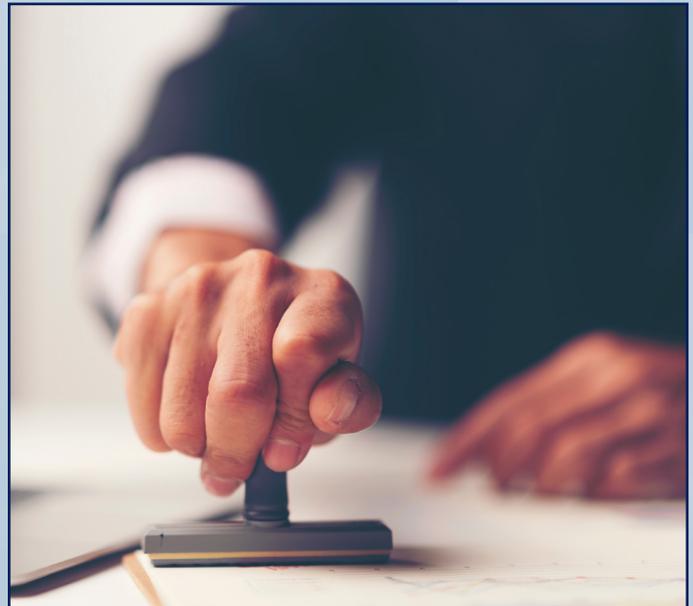
In partnership with Philadelphia’s Department of Behavioral Health and Intellectual Disability Services (DBHIS), the Enforcement Division planned and participated in the PHRC’s first annual Sexual Harassment conference, *Ending the Cycle of Silence*, held May 2019. The symposium was designed to reach advocates, allies and members of the social justice community. PHRC staffers Jinada Rochelle, Director of the Enforcement Division and Heather Roth, Harrisburg Regional Director were the featured plenary workshop speakers. They discussed the PHRC’s investigative process for workplace sexual harassment complaints.

The Enforcement Division provided fair housing and employment training to 922 real estate professionals, property managers, business owners and community members. In conjunction with other PHRC housing staff, the Enforcement Division planned PHRC’s annual fair housing conference entitled “Redlining and Gentrification: How Policies Effect Fair Housing.” Featured presenters included:

- Angela McIver, CEO Fair Housing Rights Center of Southeastern Pennsylvania
- Rachel Wentworth, CEO Housing Equality Center
- Adrian Garcia, CFHS Director Housing Equality & Equality Institute, Lancaster Housing Opportunity Partnership
- Roberto Chavez, Intake Supervisor, Region III FHEO HUD



The Enforcement Division also invested in staff professional development. Several team members attended the EEOC's national and regional conferences and the International Association of Official Human Rights Agencies national conference. Administrative Officer Debbie Walters graduated from the Commonwealth's Leadership Development Institute and the Mentorship program. Clerk Typists Ian Fahnestock and Debra Brice received certificates of completion for attending the "Stop the Bleed" campaign sponsored by the American College of Surgeons Committee on Trauma. They also participated in the FBI's symposium on hate crimes and anti-Semitism. Debra Brice, Debbie Walters and Jinada Rochelle graduated from the Martin Luther King Jr. Leadership Institute.





“The way to right wrongs is to turn the light of truth upon them”

- Ida B. Wells

Policy and Intergovernmental Affairs



Policy and Intergovernmental Affairs

Guerline L. Laurore, Esq.
Director

The Policy and Intergovernmental Affairs division is the legislative liaison for the Pennsylvania Human Relations Commission. Our division is responsible for addressing concerns from state senators and state representatives on behalf of their constituents who have a case filed with the PHRC. The division also supports law-

making efforts by providing information or feedback on draft civil rights bills on issues such as LGBTQ rights, sexual harassment issues and pay equity concerns. The division also monitors legislation and in-house policies.

In 2019, our division concentrated its efforts on:

1. School to Prison Pipeline Initiative/ Restorative Justice Committee.

Co-chairs a staff led Committee to increase awareness of the issue in our workforce as well as throughout the Commonwealth. Presented at Pennsylvania Department of Education Equity

and Inclusion Task Force to inform relevant stakeholders of our efforts and request their assistance as we are planning a School to Prison Pipeline Initiative/ Restorative Justice conference. Researching information about dropout rates in the Commonwealth and how it affects underserved populations disproportionately impacted by the School to Prison Pipeline.

2. PHRC Social Justice Global Initiative

In October, we launched our PHRC Social Justice Global Initiative with a visit to the Haitian Embassy to the United States. Our delegation included PHRC Executive Director, his Special Assistant, and the Director of Policy and Intergovernmental Affairs. The Ambassador, his Special Assistant and the Vice Ambassador were present. The Ambassador expressed interest in inviting PHRC to go to Haiti to partner with the Haitian government and non-for-profit organizations to offer training on best practices. Other countries: Senegal, French Guiana,

3. NAACP Partnership

Met with the Blanding Watson the then President of the State Conference to set out parameters for partnership in the future. Executive Director, Chad Dion Lassiter and I, met with Governor Wolf, Blanding Watson and Minister Rodney Muhamad, NAACP PA State Conference Political Action Chair and Philadelphia President to address how the NAACP and PHRC will partner on some important projects as well as to discuss other issues.



4. Policy efforts to date

- School to Prison Pipeline
- Hair Guidance
- LGBT issues in education
- Service Animals to include emotional support animals since the PHRA only mentions support animals for blindness or physical handicap or physical disability
- Medical Marijuana, testing and expungement
- Environmental hazards in Pennsylvania's school districts
- Disparities in healthcare affecting women of color
- PHRC Sexual Harassment Policy
- PHRC Vehicle Usage Policy
- PHRC Commissioners' Attendance at Meetings and Lyness requirements Policy
- PHRC Attendance and Leave Policy

5. Social Justice Committee

Social Justice Committee meetings are held every other month on the first Monday unless there is a holiday. In attendance are the Executive Directors of the following Commissions: Governor's Advisory Commissions on African American Affairs, on Asian and Pacific Islanders' Affairs, on Latino Affairs, and on LGBTQ Affairs. Each Executive Director shares with our senior management staff the issues that their respective communities are facing so that our Commission remains on the most pressing civil rights issues.



(l-r) Anja Velemir, Tameka M. Hatcher, Jalila Parker, Guerline L. Laurore, Renee Martin



“In the white community, the path to a more perfect union means acknowledging that what ails the African-American community does not just exist in the minds of black people; that the legacy of discrimination, while less overt than in the past – are real and must be addressed.”

- Barack Obama

Social Justice in The Beloved Community

Fifty-four years after the signing of the Civil Rights Act, the majority of Pennsylvanians believe real progress has been made in the fight against discrimination and prejudice. But as events such as the recent mass shooting in Pittsburgh make painfully clear, there is still much work to be done. Under the leadership of Executive Director Chad Dion Lassiter, PHRC has strengthened relationships with its community partners and developed several new initiatives to promote and advance social justice within the Commonwealth.



Damon Young

Social Justice Lecture Series:

To help raise community awareness about the effect of discrimination, the Commission implemented a Social Justice Lecture Series aimed at sparking conversation and inspiring more balance and compassion within the Commonwealth. The series continued with author/activist Damon Young and noted W.E.B. DuBois Scholar Dr. Anthony Monteiro who spoke about Martin Luther King and Mahatma Gandhi: Our Single Garment of Destiny in the Struggle for Peace and Justice. The Commission is planning additional sessions for the coming year.

HRC Crisis Response:

A new Racial Tension Reduction Response Team better equips the Commission to respond efficiently and effectively to incidents of racial tension. As part of this initiative, PHRC will become a repository for real-time data tracking tensions in the community. This information will be shared with PA HRC’s community partners resulting in a proactive collective response that works to avoid escalation of issues.

The team continues to respond to the numerous forms of hate across the Commonwealth with its various partners.

Examples include:

- A public hearing focused on the Neshaminy School District use of stereotypical logos and images of Native Americans for its sports teams and mascots.
- Initial launch of the PHRC Social Justice Global Initiative. Invited to share best practices with the Canadian Human Relations Commission in Spring of 2020. Invited to meet with the Ambassador of Haiti to the US in December 2019.





- Mediated an incident where a student wore an antisemitic Halloween costume in a Pennsylvania School.
- Mediated and provide Implicit Bias Training to a school in which a school official dressed up like Steve Harvey and wore blackface during a teacher training.

Partnerships:

The struggle for social justice cannot be achieved alone. PA HRC is continually working to strengthen existing partnerships and develop new collaborations.

Our partners include:

- Local Human Relations Commissions and diversity organizations
- The PA Department of Corrections
- The PA Department of Education
- US Department of Housing and Urban Development
- US Equal Employment and Opportunity Commission
- The State Police and local law enforcement agencies
- Reading School District
- Interfaith organizations
- Advisory Councils
- Fair Housing Rights Center in Southeastern PA
- NAACP - Cheltenham and Philadelphia Chapters
- Governor’s Office
- PA General Assembly
- Department of Behavioral Health and Intellectual Disability Services
- Urban League of Philadelphia



(l-r) Chad Dion Lassiter & CNN Commentator, Van Jones



“To be or not to be is not the question, the vital question is how to be and how not to be...”

- Rabbi Abraham Joshua Heschel

Pittsburgh Regional Office



Pittsburgh Regional Office

Lyle Wood
Director

Human Relations Act (PHRA) and the Pennsylvania Fair Educational Opportunities Act (PFEOA). The PRO and PA Human Relations Commission.

Highlights

In the past year the PRO has responded and provided staff investigative expertise to individuals who believe that they have been unlawfully discriminated against in violation to the PHRA. PRO found probable cause and conciliated a Consent Order for a major health care provider that secured compensatory monetary damages for the Complainant. PRO also secured a Consent Order with a school

The Pittsburgh Regional Office (PRO) of the PA Human Relations Commission embraces and promotes equal opportunity for all and protects and enforces the civil rights of all people from unlawful discrimination. PRO constantly works to carry out the Commission’s mission by way of the Pennsylvania

district that established a multi-cultural student union, the implementation of the Department of Justice Spirit Program, agreed to hold Implicit Bias training, revise the existing Code of Student Conduct, prohibit paraphernalia that is considered to be racially or ethnically intimidating, prohibition of any gang related activity on school property, to maintain and report statistical data and reporting system regarding incidents of harassment due to students protected class, and monitoring all reports of discrimination or harassment for 4 years.

Pittsburgh Highlights Addressing Discrimination

553

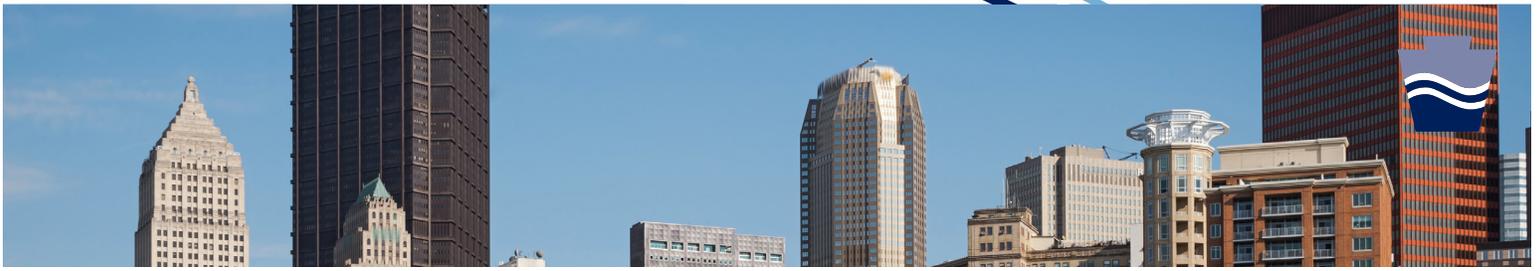
discrimination cases are under investigation

271

cases were closed

\$471,445

was secured for complaining parties



The PRO continues its outstanding outreach to urban, suburban, and rural communities to provide training on discrimination and technical assistance provided for by the PHRA and the PFEOA. The PRO has expanded and deepened our partnerships with other sister Human Relations Commissions (Pittsburgh and Erie), our federal partnerships (EEOC, HUD, DOJ, and the US Attorneys Office), state partnerships (Attorney General's Office, Department of Corrections), NAACP, local community and neighborhood committees, and school districts. These evolving relationships have extended and strengthened the PRO's ability to combat the discrimination in all of its forms and iterations.

Events

The PRO provides trainings, technical assistance, sits on panels that cover all topics regarding unlawful discrimination in employment, housing education, and public accommodation, regarding the statutes that are enforced under the PHRA

and the PFEOA. Subject matter covered this year include:

- Rights under the PHRA and PFEOA, jurisdiction and how to file a complaint
- Practice before the PHRC (legal)
- LGBTQ guidance and policy forum training
- Sexual harassment
- Social Justice Lecture Series featuring a national writer, humorist, and activist
- Conducted a community town hall in Erie regarding unlawful discrimination, rights under the PHRA and PFEOA, and taking complaints from individuals who alleged that they were illegally discriminated against, in partnership with the Erie Human Relations Commission
- Providing technical assistance and training to community service organizations concerning the PHRA
- Conducted forums on illegal discrimination and the PHRA at the University of Pittsburgh and Community College of Allegheny County





“Let us look at Jim Crow for the criminal he is and what he has done to one life multiplied millions of times over these United States and the world. He walks us on a tightrope from birth”

- Rosa Parks

Harrisburg Regional Office



Harrisburg Regional Office

Heather Roth
Director

The Harrisburg Regional Office (HRO) serves 34 counties in the Commonwealth. The office enforces the anti-discrimination laws in those areas through investigation and litigation activities. The office also promotes equal opportunity through its outreach and education efforts. The HRO is

committed to continuing to change the climate in PA through thoroughly investigating cases, facilitating resolutions where appropriate and educating the public about what discrimination is and how to end it.

Highlights

This year the HRO found probable cause in 34 cases brought before the Commission. In these cases, the Commission found that discriminatory actions did in fact happen such as:

- An English-only rule being imposed on Latino employees, restricting them from speaking in their native languages during the workday

- A female housing tenant being sexually harassed by maintenance staff and the housing provider not taking any actions to stop it
- An African American man being terminated after committing a minor offense at work while his Caucasian coworker committed the same offense and was allowed to continue his employment
- A woman was refused service at a Chinese restaurant because her service dog accompanied her
- A man with a disability was denied the reasonable accommodations of short-term light duty and medical leave even though both posed no undue hardship on the company

Harrisburg Highlights Resolved Cases

1,269

new cases were
accepted for
investigation

487

cases docketed

595

cases closed

34

probable cause
findings issued



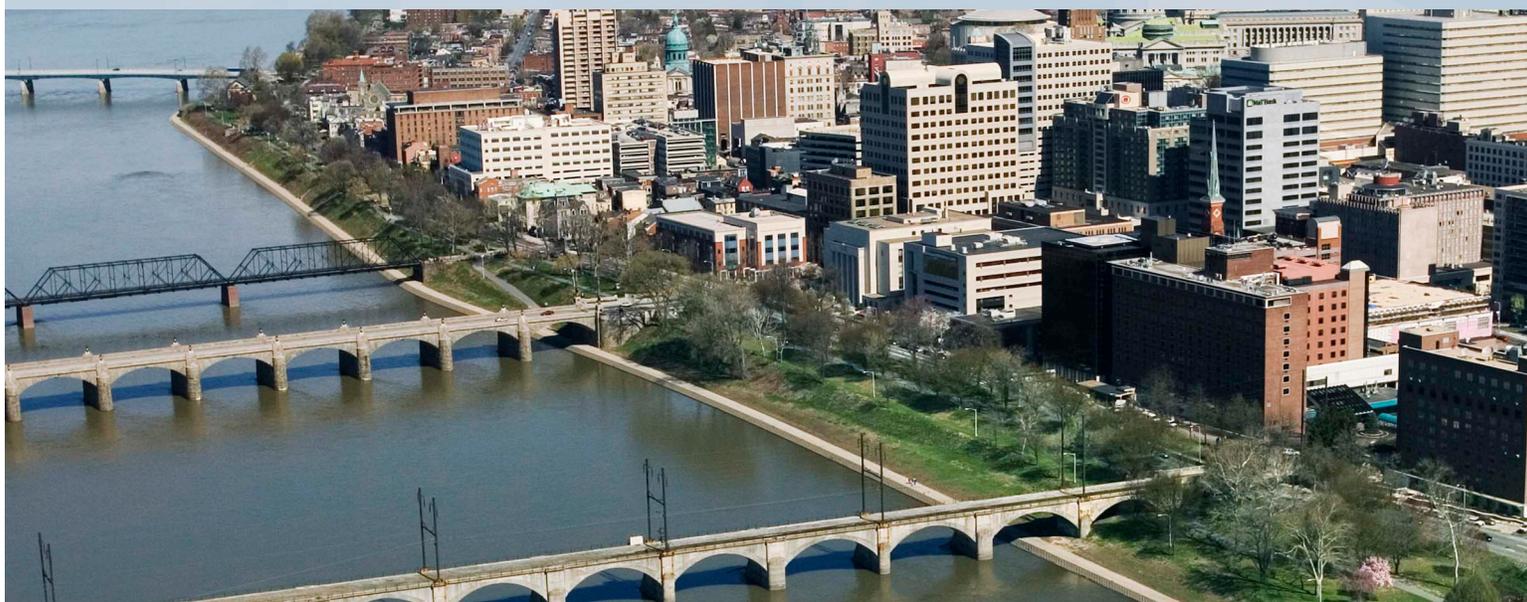
Events

The regional office also conducted 29 training and outreach sessions during this time period. Twelve of those sessions were conducted as a result of a case settlement. The remaining 17 events were a result of organizations proactively requesting training from our agency or us staffing informational booths. Organizations such as Stroudsburg Borough, The Jewish Community Center of the Lehigh Valley and Eurofins NCS US, Inc. requested we train their staff on the topic of Anti-Harassment. Housing organizations such as the Realtors of Greater Harrisburg and Capital Area Rental Owners Association reached out to us for Fair Housing Fundamentals training.

Additionally, the HRO participated in conferences such as the

- Annual Legal and Legislative Conference for the Human Resource Professionals of Central Pennsylvania
- Sexual Harassment Symposium held in Philadelphia earlier this year.

It should also be noted that the 2 members of the HRO Staff, Michael Goldstein and Deven Price graduated from the Martin Luther King Jr. Leadership and Development program in June. Other staff members furthered their knowledge by attending courses such as Lean management, Anti-Bias, Transgender education, Active Shooter, ADA/ADAAA and by attending cultural programs for Women's history month, black history month, Hispanic Heritage month and Portraits of Pride.





“We need to quit arguing about whether the glass is half full or half empty – and instead acknowledge that there’s not quite enough water to go around.”

- Kate Brown

Philadelphia Regional Office



Philadelphia Regional Office

Diana Medley
Director

The Philadelphia Regional Office (PRO) investigates discrimination complaints in employment, housing & commercial property, public accommodation and education in the five-county area of Bucks, Chester, Delaware, Montgomery and Philadelphia by enforcing the Pennsylvania Human Relations Act (PHRA) and the Fair Educational Opportunities Act. The PRO is committed to conducting complete and thorough investigations to ensure that the citizens of Pennsylvania can live, work and go to school free of discrimination.

Highlights

The first Philadelphia Advisory Council (Council) commenced at the PRO. The Council is made up of individuals who have extensive civil rights experience. They are our eyes and ears in the community and have made strides in getting PHRC’s name out to the community.

The Philadelphia Regional Office (PRO) investigates discrimination complaints in employment, housing & commercial property, public accommodation and education in the five-county area of Bucks, Chester, Delaware, Montgomery and Philadelphia by enforcing the Pennsylvania Human Relations Act (PHRA) and the Fair Educational Opportunities Act. The PRO is committed to conducting complete and thorough investigations to ensure that the citizens of Pennsylvania can live, work and go to school free of discrimination.

Philadelphia Highlights Resolving Cases

452

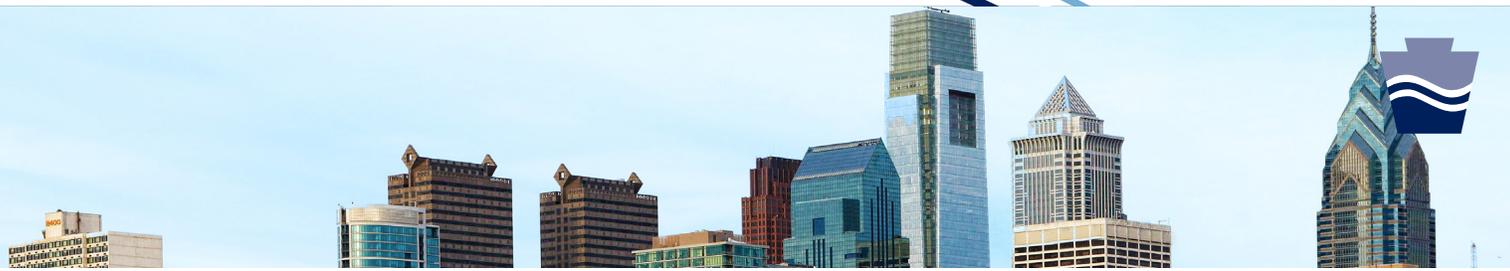
new cases
accepted for
investigation

495

cases were
closed

176

cases were settled
with monetary
settlement of
\$1,330,361



Events

The PRO staff had the opportunity to plan the First Sexual Harassment Symposium in collaboration with the City of Philadelphia's Department of Behavior Intellectual Disability, Services Engaging Males of Color Initiative and First Person Arts. There were workshops on Sexual Harassment and How to File A Complaint, Sexual Harassment in the Workplace – Advocating for Change, Sexual Harassment in Housing and Protections for the LGBT Community. The keynote speakers were Jennifer Storm, Commonwealth of Pennsylvania's Victims Advocate and Tarana Burke, Founder of the Me-Too Movement. Several staff members attended the Martin Luther King Leadership Institute and graduated June 2019. The training sharpened the staff's leadership skills and prepared and empowered them to continue to promote social justice. PRO participate in a variety of local events to inform the community of the PHRC's mission.

These included:

- Leadership, Law Enforcement and Love
- Attacking Anti-Semitism and Racism in the Commonwealth
- First Persons Arts Festival
- Lutheran Settlement Outreach event at Thomas Paine Plaza
- Neighborhood to Neighborhood Street festival sponsored by State Senator Anthony H. Williams
- Black Women in Sports
- Open House with State Senator Movita Johnson Harrell
- Councilman Kenyatta Johnson's Annual Community Appreciation Street Festival
- Martin Luther King Jr. Day of Service at Girard College
- State Representative Jared Solomon's Good Neighbor event
- Courageous Stories on Sexual Harassment
- State Senator Vincent Hughes' 2019 District Day
- Somerset Academy
- Octoberfest Staff promoted PHRC by participating in interviews with Radio One (radio program) and Entre Nosotros (TV program).





(l-r) Debbie Walters, Martin Cunningham, Chad Dion Lassiter, Anja Velemir, Jinada Rochelle

Staff Recognition

The Pennsylvania Human Relations Commission annually recognizes staff who exceed our already high standards with Star Awards. The program honors partners that have been instrumental in supporting our efforts to provide public service to those seeking relief from unlawful discrimination. The 2018 Star Award honorees were recognized during a luncheon at the December Commission Meeting. They include:



Administrative Star Award - Regina Young

Recognizing an administrative staff member for providing outstanding customer service as well as exhibiting exemplary conduct and performance that supports the Commission's operations. Administrative staff includes Clerks, Clerk Typists, Administrative Assistants and Administrative Officers performing in a clerical capacity.



Education and Outreach Award - Tameka M. Hatcher

Recognizing a PHRC employee whose training and outreach efforts have a profound impact on the lives of citizens of the Commonwealth.



Legal Star Award - Stephanie Chapman

Recognizing an attorney who routinely goes the extra mile to serve his/her assigned investigative/intake teams, is a role model for his/her commission-wide peers and works hard every day to bring justice to those who have been harmed by discrimination.



Partnership Star Award – Individual - Roberto Chavez-HUD & Jamie Williamson-EEOC

Presented to an individual serving with an advisory council, local human relations commission or other agency or an individual volunteer who works closely with PHRC to achieve its goals of eradicating discrimination and promoting equal opportunity.





Partnership Star Award – Organization - Hazelton Advisory Council & Lehigh Valley Advisory Council

Presented to an advisory council, local human relations commission or other agency that works closely with PHRC to achieve its goals of eradicating discrimination and promoting equal opportunity.



Partnership Star Award – Government - Department of Corrections & Department of General Services

This award is presented to a government agency that closely collaborates with PHRC to serve the public and promote the mission of eradicating discrimination and promoting equal opportunity.



Homer C. Floyd Pinnacle Award - Dr. Raquel Yiengst

The highest honor presented by the Commission, this award is presented to an individual who has advanced the cause of civil rights through a lifetime of distinguished service to the mission of equal opportunity for all.



New Employee Award - Gloria Richardson

Recognizing a new employee (with two years or fewer of tenure at PHRC) who strives daily to exemplify the mission, vision, and values of the Commission, treats everyone with respect, and addresses his/her workload with a sense of urgency.



Excellence in Intake - Gloria Richardson-Harrisburg Regional Office, Samantha Lopez-Philadelphia Regional Office, Carrie Gagliano-Pittsburgh Regional Office

Recognizing intake investigators who interact daily with the public in a professional, caring, and compassionate manner; pay attention to detail; are great listeners and writers; and act with a sense of urgency when serving the public.



Excellence in Investigation - Francis Volpe-Harrisburg Regional Office, Airrion Bethea-Philadelphia Regional Office, Joseph Warner-Pittsburgh Regional Office

Recognizing investigators who consistently go the extra mile to provide great customer service, are dependable and who serve as role models for their peers. Their passion for PHRC is evident in how they serve the public and work diligently every day to bring justice to others.



Employee of the Year Award - Debra Brice-Central Regional Office, Deven Price-Harrisburg Regional Office, Samantha Lopez-Philadelphia Regional Office

This award recognizes employees who serve as a role model to others by embodying the essence of the mission of PHRC by displaying outstanding commitment to the work and concern for the cause of justice.



Outstanding Team Award - Michael Goldstein & Team

Recognizing outstanding teamwork among a group of employees, this award promotes the spirit of teamwork within the Commission and the benefits of teamwork to the clients we serve. A team is defined as a unit within the Commission or several units working together to achieve a goal.





2018-2019 Annual Report Information from the Office of the Hearing Examiner



Office of the
Hearing Examiner
Carl H. Summerson
Permanent Hearing Examiner

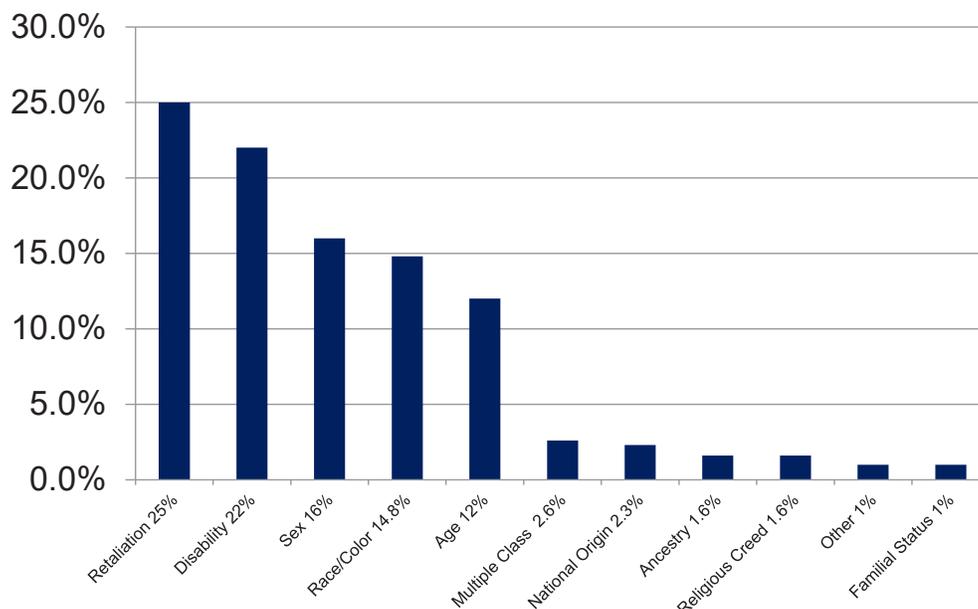
1. Number of Motions	82
2. Cases Closed on Motion	3
3. Cases Placed on the Public Hearing Docket.....	10
4. Cases Settled after Public Hearing Approved.....	13
5. Pre-Hearing Conferences Conducted	14
6. Public Hearings Conducted	3
7. Number of Days of Pre-Hearing Conferences.....	14
8. Number of Days of Public Hearings.....	7
9. Rules to Show Cause Issued.....	15
10. Cases Returned to Investigation - Answer Received.....	12
11. Rules to Show Cause Resulting in Liability Findings	0
12. Final Orders after Public Hearings	4
DuBoise - December 2018	
Scott - December 2018	
Blaine - April 2019	
Riccardi - May 2019	
13. Subpoenas.....	99

CASE STATISTICS - FY 2018-2019

Complaints Docketed by Subject Area - FY 2018-2019

		
Subject Area	Number of Cases	Percentage of Total Cases
Employment	925	78%
Commercial Property	0	0%
Education	45	4%
Housing	160	14%
Public Accommodations	52	4%
Total	1,182	

Basis of Complaints - FY 2018-2019



CASE STATISTICS - FY 2018-2019

Top Three Complaint Bases of the Four Categories - FY 2018-2019

HOUSING

1. Disability
2. Retaliation
3. Race/Color

EMPLOYMENT

1. Retaliation
2. Disability
3. Sex

PUBLIC ACCOMMODATION

1. Disability
2. Race/Color
3. Retaliation

EDUCATION

1. Disability
2. Race/Color
3. Retaliation

Case Statistics - FY 2018-2019

Settled After Probable Cause Finding
26 (2%)

Settled Before Probable Cause Finding
288 (23%)

Administrative
230 (19%)

No Probable Cause
690 (56%)

Total = 1,285

Administrative Closings 2017-18
Filed in Court
109

Court of Common Pleas
22

Federal Court
87

Average Case Age (June 30, 2019)
632 Days
(418 if you exclude cases
submitted for PH)

Probable Cause Findings Approved
41

PHRC has issued 41 probable cause findings.
Some cases remain open for conciliation or public hearing

CASE STATISTICS - FY 2018-2019

E - Employment | H - Housing | PA - Public Accommodations | ED - Education

Age

Age	E	H	PA	ED	Total
40-42	3				3
43-45	16				16
46-48	12				12
49-51	12				12
52-54	34				34
55-57	43	1			44
58-60	42				42
61-63	48				48
64-66	42				42
67-69	12				12
70-72	12				12
73-75	11	3			14
76-78	9				9
79-86	4	1			5
Total	300	5			305

Race

Race	E	H	PA	ED	Total
African American	246	44	18	10	318
Asian	10	4	1	1	16
Bi-Racial	3	2		2	7
Black	15	3	3	4	25
Caucasian	21			2	23
Complainants race and the known association with another person	2	2			4
Total	297	55	22	19	393

Sex

Sex	E	H	PA	ED	Total
Female	262	18	9	5	294
Female Pregnant	38	2			40
Male	81	12	2	6	101
Sex-Other	1	1			2
Total	382	33	11	11	437

CASE STATISTICS - FY 2018-2019

E - Employment | H - Housing | PA - Public Accommodations | ED - Education

National Origin

National Origin	E	H	PA	ED	Total
Africa	1	1			2
Algeria	2				2
Bosnia And Herzegovina	1				1
Brazil	2				2
Cameroon	1				1
Chile	4				4
China	1				1
Colombia	3				3
Dominican Republic	3		2		5
Egypt	1				1
Guinea	1				1
Haiti	2				2
India		3			3
Italy	3		2		5
Jamaica	1			2	3
Liberia	3				3
Nigeria	2				2
Pakistan			1		1
Puerto Rico	3				3
Russian Federation		1			1
Sri Lanka	6				6
Taiwan	1				1
Trinidad And Tobago	5			1	6
Tunisia	2				2
United States	2				2
Vietnam		1			1
Total	50	6	5	3	64

Retaliation

Retaliation	E	H	PA	ED	Total
Assisted	16	3	1		20
Filed a PHRC Complaint	50	14	2	1	67
Otherwise Opposed Unlawful Activity	416	46	20	12	494
Provided Information	23				23
Total	505	63	23	13	604



CASE STATISTICS - FY 2018-2019

E - Employment | H - Housing | PA - Public Accommodations | ED - Education

Familial Status

Familial Status	E	H	PA	ED
Domiciled With		7		
Individual Not Yet 18 Living With Parents Or Guardian		9		
Parent Or Other Person Having Legal Custody		4		
Total	0	20	0	0

Miscellaneous Class

Miscellaneous Class	E	H	PA	ED	Total
Trainer of Guide/Support Animal			1		1
Use of Guide/Support Animal		2	1		3
Total	0	2	2	0	4

Religion

Religion	E	H	PA	ED	Total
Christianity	4		3	1	8
Islam	23		1		24
Jehovah Witness	2				2
Judaism	6	1	1		8
Non-Christian		1			1
Total	35	2	5	1	43

Multiple Class

Multiple Class	E	H	PA	ED	Total
African American Female	29	6	19	2	56
African American Male	19	1	2	5	27
Total	48	7	21	7	83

CASE STATISTICS - FY 2018-2019

E - Employment | H - Housing | PA - Public Accommodations | ED - Education

Disability

Disability	E	H	PA	ED	Total
Agent Orange		8			8
Alcoholism	4	1			5
Allergies	2				2
Anxiety Disorder	44	10		2	56
Arthritis	14				14
Asthma	3	7			10
Attention Deficit Disorder	9	1		5	15
Autism	5	2		5	12
Back	30	3	1		34
Bi-Polar	6	2			8
Brain/Head Injury	1				1
Brain/Head Injury (Traumatic)	4		1		5
Cancer	12	1			13
Carpel Tunnel Syndrome	1				1
Cerebral Palsy	17	3			20
Colitis	6				6
Depression	17	3			20
Diabetes	11	1			12
Downes Syndrome			3	4	7
Drug Addiction	10				10
Dyslexia	5				5
Eating Disorder	1				1
Epilepsy	5	3			8
Extremities Impairment	17	4	1	2	24
Fibromialgia		1			1
Fibromyalgia	4				4
Gastrointestinal	7	2			9
Gender Identity Disorder		4	6	3	13
Hand Injury	4				4
Hearing	9	1	1		11
Heart/Cardiovascular	9	2			11
Hepatitis	2				2
Hernia	5				5
Hip Replacement	2				2
HIV			2		2
Immune System Impairment	2				2
Kidney	9	2			11
Learning Disability	4				4
Lupus	1				1
Mental - Other	10	25	1	4	40
Mental Retardation	2				2
Migraine	7				7
Missing Digits/Limbs	1				1
Multiple Sclerosis	7		1	1	9
Nonparalytic Orthopedic	5				5
Obstructive Lung Disease	2				2
Other	79	25	3	1	108
Other Blood Disorder	5				5
Other Emotional/Psychiatric		2		2	4
Other Neurological	4	1			5
Other Respiratory/Pulmonary	1				1
Parkinsons Disease			1		1
Post Traumatic Stress	15	2		1	18
Schizophrenia		2			2
Shoulder Impairment	2				2
Sleep Apnea	1	2			3
Sleep Disorder	1	2			3
Speech	4				4
Spinal Stenosis	5				5
Stroke	6	2			8
Tendinitis	2				2
Tennis Elbow	2				2
Vertigo	2				2
Vision	2	1	1	1	5
Total	447	125	22	31	625

Ancestry

Ancestry	E	H	PA	ED	Total
Complainants ancestry and the known association with another person		2			2
Dominican				4	4
Egyptian	2				2
Hispanic	20	3		1	24
Israeli	1				1
Latino	3			2	5
Puerto Rican	2	1	1		4
Total	28	6	1	7	42



NO HATE IN OUR STATE

Free Events!



NO HATE IN OUR STATE HELLAM TOWNSHIP, YORK COUNTY, PA

"We must heal our communities and stand together against violence that grows from deep rooted hate, society will not survive otherwise."

- Chad Dion Lassiter, PHRC Executive Director

CONFRONTING RACISM IN A RACIALLY DIVERSE REGION

In this the third of three Town Hall discussions to take place across York Co. the PHRC along with Local Organizations and the Faith Based Community will facilitate a community discussion about healing after the senseless murder of Chad Merrill who stood up against the racist verbal attack of his African American friend.



Free Event
Social Justice
Town Hall Series

When:
Thursday
January 31, 2019
6:30-8:30pm

Where:
Hellam Twp. Fire Dept.
163 E. Market Street
Hellam, PA 17406

Who We Are:
The Pennsylvania Human Relations Commission is the agency that enforces the law that prohibit discrimination in the areas of employment, education, housing & commercial property and public accommodations.

CONTACT:
RENEE MARTIN
COMMUNICATIONS DIRECTOR
717.787.4410
renmartin@pa.gov
www.phrc.pa.gov

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Renee Martin
Communications Director
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pennsylvania

HUMAN RELATIONS COMMISSION



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