

## ABOUT THE PHRC

*The Pennsylvania Human Relations Commission (PHRC) has been in existence since 1955. It is an independent commission created and directed by the Pennsylvania Human Relations Act and Pennsylvania Equal Education Opportunity Act.*

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

## Values

### Excellence

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

### Service

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

### Respect

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

### 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.

### Integrity

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

### Teamwork

We build and sustain strong, constructive and collaborative relationships.

## Jurisdiction

Pennsylvania Law protects you from discrimination in these areas:

- **Employment**- obtaining a job or working at one.
- **Education**- attending 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.

PHRC conducts:

- Investigations
- Public Hearings
- Mediation
- Commission Hearings
- Townhall Meetings
- Roundtables
- Community Summits
- Training

## Protection

In general, Pennsylvania law prohibits discrimination based on:

- Race
- Color
- Religious creed
- Ancestry
- Age (40 and over)
- Sex
- National origin
- Familial status (only in housing)
- Handicap or disability and the use, handling or training of support or guide animals for disability.
- Retaliation for filing a complaint, opposing unlawful behavior or assisting investigations is also illegal.

Complaints in general, must be filed within 180 days of the alleged act of harm.

## Training & Initiatives

PHRC provides free training to schools, employers, businesses, community groups, local government, law enforcement and others. Training topics include (but are not limited to):

- Anti-Harassment.
- Diversity and Cultural Professionalism.
- General Overview of PHRC and PA's Non-Discrimination Laws.
- Disability and Reasonable Accommodations.
- Retaliation.
- Fair Housing Fundamentals.
- Equal Education Overview.
- Implicit Bias.

PHRC also offers education and outreach programs which include:

- Social Justice Lecture Series.
- No Hate in our State Townhall Series.
- Racial Tension Reduction Response Team.
- Diversity & Justice Committee.
- Advisory Councils.
- Equity Committee.

## Discrimination 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.

## More Information

If you feel you have been the victim of illegal discrimination, you can file a complaint or report a bias incident. For more information visit our website at [www.phrc.pa.gov](http://www.phrc.pa.gov) or call (717) 787-4410. You can also contact one of our Regional Offices.

- Harrisburg: (717) 787-9780
- Philadelphia: (215) 560-2496
- Pittsburgh: (412) 565-5395

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