

Ordinance amending the Pittsburgh City Code, Title Six: Conduct, Article V: Discrimination; Chapter 659.02 Unlawful Practices, by adding language.

Be it resolved by the Council of the City of Pittsburgh as follows:

Section 1. Amending the Pittsburgh City Code, Title Six: Conduct, Article V: Discrimination; Chapter 659.02 Unlawful Practices, by adding language as follows:

659.02 UNLAWFUL EMPLOYMENT PRACTICES.

It shall be an unlawful employment practice, except where based upon applicable national security regulations established by the United States, the Commonwealth or any political subdivisions thereof, or except where based upon a bona fide occupational exemption certified by the Commission in accordance with § 653.05(d):

(a) For any employer to refuse to hire any person or otherwise to discriminate against any person with respect to hiring, tenure, compensation, promotion, discharge or any other terms, conditions or privileges directly or indirectly related to employment because of race, color, religion, ancestry, national origin, place of birth, sex **including pregnancy, childbirth, or a related medical condition**, sexual orientation, age, non-job related handicap or disability.

(b) For any employer, employment agency or labor organization to establish, announce or follow a policy of denying or limiting, through a quota system or otherwise, the employment or membership opportunities of any person or group of persons because of race, color, religion, ancestry, national origin, place of birth, sex **including pregnancy, childbirth, or a related medical condition**, sexual orientation, age, non-job related handicap or disability.

(c) For any employer, labor organization, employment agency or any joint labor management committee controlling apprentice training programs to deny to or withhold from any person the right to be admitted to or participate in a guidance program, an apprenticeship training program, an on-the-job training program or any other occupational training program because of race, color, religion, ancestry, national origin, place of birth, sex **including pregnancy, childbirth, or a related medical condition**, sexual orientation, age, non-job related handicap or disability.

(d) For any employer, employment agency or labor organization to require of any applicant for employment or membership any information concerning race, color, religion, ancestry, national origin, place of birth, sex **including pregnancy, childbirth, or a related medical condition**, sexual orientation, age, non-job related handicap or disability.

(e) For any employer, employment agency or labor organization to publish or circulate, or to cause to be published or circulated, any notice or advertisement relating to employment or membership which indicates any discrimination because of race, color, religion, ancestry, national origin, place of birth, sex **including pregnancy, childbirth, or a related medical condition**, sexual orientation, age, non-job related handicap or disability.

(f) For any employment agency to fail or refuse to classify properly or refer for employment or otherwise to discriminate against any person because of race, color, religion, ancestry, national origin, place of birth, sex **including pregnancy, childbirth, or a related medical condition**, sexual orientation, age, non-job related handicap or disability.

(g) For any employer substantially to confine or limit recruitment or hiring of employees, with intent to circumvent the spirit and purpose of this Article, to any employment agency, employment service, labor organization, training school, training center or any other employee-referring source which serves persons who are predominantly of the same race, color, religion, ancestry, national origin, place of birth, sex **including pregnancy, childbirth, or a related medical condition**, sexual orientation, age, non-job related handicap or disability.

(h) For any labor organization to discriminate against any person in any way which would deprive or limit his employment opportunities or otherwise adversely affect his status as an applicant for employment or as an employee with regard to tenure, compensation, promotion, discharge or any other terms, conditions or privileges directly or indirectly related to employment because of race, color, religion, ancestry, national origin, place of birth, sex **including pregnancy, childbirth, or a related medical condition**, sexual orientation, age, non-job related handicap or disability.

(i) For any employer, employment agency or labor organization to discriminate against any person because he has opposed any practice forbidden by this Article or because he has made a complaint or testifies or assisted in any manner in any investigation or proceeding under this Article.

(j) For any person, whether or not an employer, employment agency or labor organization, to aid, incite, compel, coerce or participate in the doing of any act declared to be an unlawful employment practice by this Article, or to obstruct or prevent any person from enforcing or complying with the provisions of this Article or any rule, regulation or order of the Human Relations Commission, or to attempt directly or indirectly to commit any act declared by this section to be an unlawful employment practice.

(k) (EDITOR'S NOTE: This subsection was repealed by Ordinance 23-1992, eff. May 28, 1992.)

Sponsored by Councilman Dan Gilman and Councilwoman Deb Gross