Finally, all members of the LGBTQIA+ community are protected against discrimination in employment across the entire country. This has not been an easy fight, and there is still work to do to educate employers about the rights of workers from all walks of life, and to expand these protections to housing and public accommodations. The City of Pittsburgh is proud to have protected employees against discrimination on the bases of sexual orientation, gender identity, and gender expression for years, and we continue to be committed to ensuring equal rights and opportunities. We know that many people face this type of discrimination. Last year, 10% of our employment discrimination cases filed were on one of these three bases, and we expect that we will need to provide even more education and investigations with this recent Supreme Court ruling.

The Commission on Human Relations firmly believes that no one should be faced with losing their job, changes in pay, denial of promotions, or other adverse employment actions simply because of who they love and how they identify. That is textbook discrimination and we are encouraged by the ruling of the Supreme Court of the United States to recognize that this kind of treatment, which has been faced in workplaces for decades, has no place in our country. While Aimee Stephens is no longer with us, we thank her, as well as Donald Zarda and Gerald Bostock, for their courage in standing up for what is just and fighting for their rights all the way to the Supreme Court, so that others may have these protections.

The Pittsburgh Commission on Human Relations is committed to investigating and eradicating instances of discrimination in the City of Pittsburgh. We also work to provide education and training around human and civil rights. If you have suggestions on how we can better serve the City, or would like to work with us, please reach out. If you or someone you know is experiencing discrimination please contact our office, our staff is here to help. Currently, we can be reached via phone at 412-436-9619, on social media @PghCHR, or by email at human.relations@pittsburghpa.gov.