

# LGBTQIA+ Civil Rights Protections

A guide to understanding the protected classes (legal protections against discrimination based on particular traits) of Sex, Sexual Orientation, Gender Identity, and Gender Expression in the City of Pittsburgh

**PITTSBURGH  
COMMISSION ON  
HUMAN  
RELATIONS**

[pittsburghpa.gov/chr](http://pittsburghpa.gov/chr)

# SEX

Sex (defined as a person's actual or perceived biological traits as they relate to that person's reproductive system, secondary sex characteristics, or genetic composition including physical anatomy, chromosomal sex, or sex assigned at birth), including sexual harassment, is a protected class against discrimination in the City of Pittsburgh. **The following are examples of behaviors that the Pittsburgh City Code protects against:**

## DISCRIMINATION IN HOUSING

A landlord enters a tenant's unit without permission and makes unwanted sexual advances or comments, touches them, or threatens to evict them if they turn down sexual advances. This would violate Pittsburgh City Code's anti-discrimination laws in housing under the protected class of Sex.

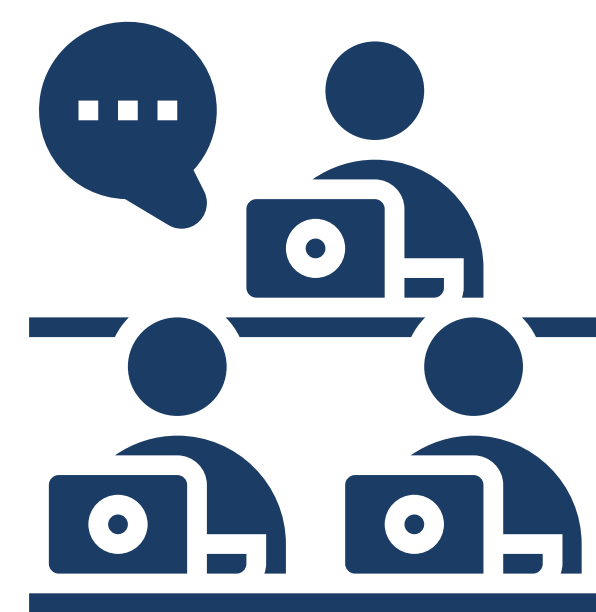


## DISCRIMINATION IN PUBLIC ACCOMMODATIONS

A woman goes to a car dealership and asks for a quote on a vehicle. The salesperson gives her a different, more expensive quote for the same vehicle than the man who came immediately before her. This would violate Pittsburgh City Code's anti-discrimination laws in public accommodations under the protected class of Sex.

## DISCRIMINATION IN EMPLOYMENT

An employee who identifies as intersex is made fun of by their coworkers for their appearance as neither male nor female. Despite asking their supervisor for help, they receive no support. This would violate Pittsburgh City Code's anti-discrimination laws in employment under the protected class of Sex.



## REPORT DISCRIMINATION

If you have experienced discrimination in Pittsburgh based on your sex, message us, call 412-436-9619, or go to [pittsburghpa.gov/chr/chr-forms](http://pittsburghpa.gov/chr/chr-forms).

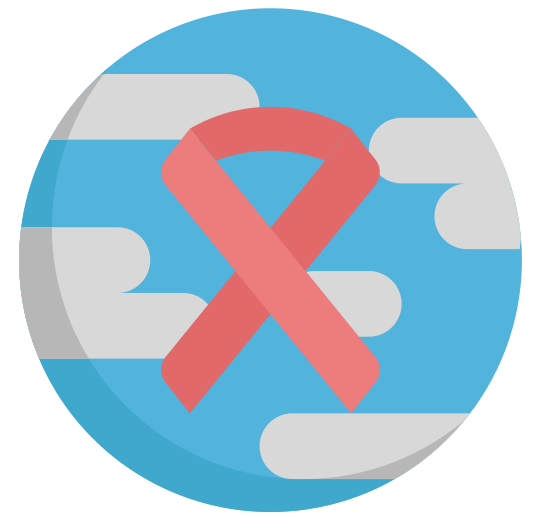


# SEXUAL ORIENTATION

Sexual Orientation (defined as a person's actual or perceived engagement in, or desire for, sexual, physical, or romantic relationships with a person or persons of a particular sex or gender) is a protected class in the City of Pittsburgh. The following are examples of behaviors that the Pittsburgh City Code protects against:

## DISCRIMINATION IN HOUSING

A person who identifies as pansexual is evicted because their landlord believes they will infect other tenants with HIV/AIDS. This eviction may violate the Fair Housing Act's prohibition against HIV/AIDS discrimination based on a perceived or actual status. It would also violate Pittsburgh City Code's anti-discrimination laws in housing under the protected class of Sexual Orientation.

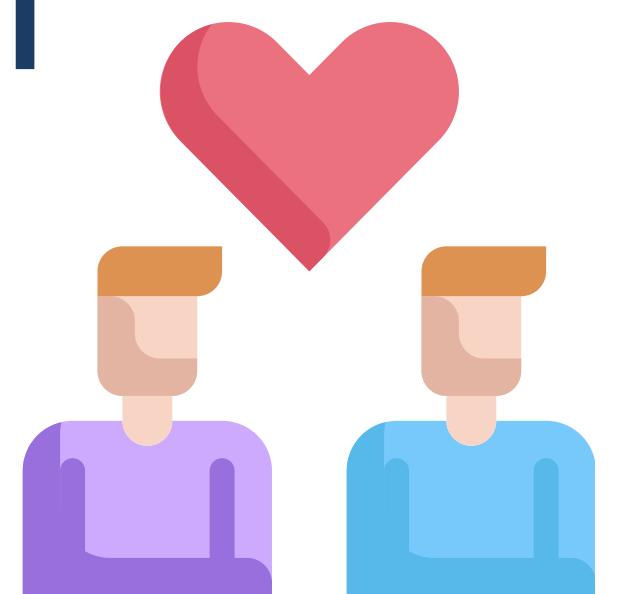


## DISCRIMINATION IN PUBLIC ACCOMMODATIONS

A woman who identifies as lesbian and her significant other are denied the use of changing rooms in a store based on their perceived sexual orientation. This would violate Pittsburgh City Code's anti-discrimination laws in public accommodations under the protected class of Sexual Orientation.

## DISCRIMINATION IN EMPLOYMENT

A man who identifies as bisexual announces his engagement to another man at work and invites his coworkers to the wedding. His boss says there is no place for gay men in the office and fires him. The man's unfair termination would violate Pittsburgh City Code's anti-discrimination laws in employment under the protected class of Sexual Orientation.



## REPORT DISCRIMINATION

If you have experienced discrimination in Pittsburgh based on your sexual orientation, message us, call 412-436-9619, or go to [pittsburghpa.gov/chr/chr-forms](http://pittsburghpa.gov/chr/chr-forms).



# GENDER IDENTITY

Gender Identity (defined as a person's actual or perceived gender identity as it relates to the gender spectra) is one of the classes uniquely protected against discrimination in the City of Pittsburgh. **The following are examples of behaviors that the Pittsburgh City Code protects against:**

## DISCRIMINATION IN HOUSING

A person begins their transition and changes their name. They ask their landlord to change their name plate on the apartment buzzer, but their landlord denies them this request refusing to believe their new name is a "real" name. This could violate Pittsburgh City Code's anti-discrimination laws in housing under the protected class of Gender Identity.

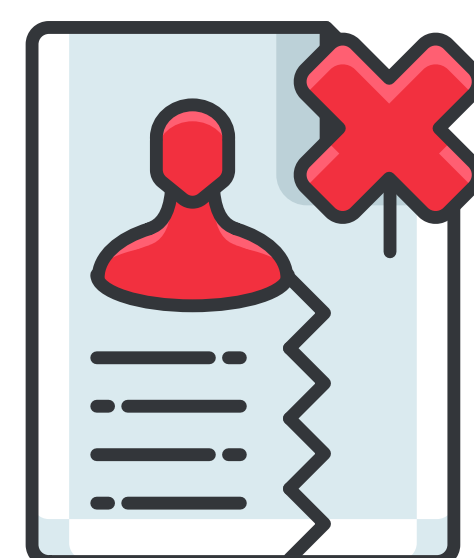


## DISCRIMINATION IN PUBLIC ACCOMMODATIONS

A restaurant owner denies to seat a person, assuming they are nonbinary based on their dress and stating that they will not serve nonbinary individuals. This would violate Pittsburgh City Code's anti-discrimination laws in public accommodations under the protected class of Gender Identity.

## DISCRIMINATION IN EMPLOYMENT

An employee plans to undergo gender affirmation surgery and submits a request for time off. Their employer denies their request and fires them, stating that such a surgery would disturb their coworkers. This would violate Pittsburgh City Code's anti-discrimination laws in employment under the protected class of Gender Identity.



## REPORT DISCRIMINATION

If you have experienced discrimination in Pittsburgh based on your gender identity, message us, call 412-436-9619, or go to [pittsburghpa.gov/chr/chr-forms](http://pittsburghpa.gov/chr/chr-forms).



# GENDER EXPRESSION

Gender Expression (defined as a person's actual or perceived expression of gender identity through appearance, dress, behavior, mannerisms, or other traits) is one of the classes uniquely protected against discrimination in the City of Pittsburgh. **The following are examples of behaviors that the Pittsburgh City Code protects against:**

## DISCRIMINATION IN HOUSING

A person who identifies as transgender begins to wear clothes that match their gender identity. Their landlord sees them dressing differently and tells them they can't wear that clothing and demands they move out. This would violate Pittsburgh City Code's anti-discrimination laws in housing under the protected class of Gender Expression.



## DISCRIMINATION IN PUBLIC ACCOMMODATIONS

A local restaurant denies a patron wearing a dress the right to use the restroom of their choice, instead forcing them to use the women's restroom. This would violate Pittsburgh City Code's anti-discrimination laws in housing under the protected class of Gender Expression.

## DISCRIMINATION IN EMPLOYMENT

An employee is denied a promotion to a position working directly with the public because their appearance is androgynous and the employer believes that customers are bothered by it. This would violate Pittsburgh City Code's anti-discrimination laws in public accommodations under the protected class of Gender Expression.



## REPORT DISCRIMINATION

If you have experienced discrimination in Pittsburgh based on your gender expression, message us, call 412-436-9619, or go to [pittsburghpa.gov/chr/chr-forms](http://pittsburghpa.gov/chr/chr-forms).

