

2018

ANNUAL REPORT



**Pittsburgh Commission
On Human Relations**

Serving Fairness Together



MISSION

The mission of the Pittsburgh Commission on Human Relations (PghCHR) is to eliminate all forms of discrimination in the areas of employment, housing, public accommodations and in the delivery of city services.

POWERS AND DUTIES

Chapter §653.05 of the Pittsburgh City Code empowers the Commission to initiate, receive, investigate and seek the satisfactory adjustment of complaints charging unlawful practices in employment, housing, public accommodations and in the delivery of city services. The Commission may also issue subpoenas and order discovery in aid of investigations, and hearings.

SCOPE

Chapters §651 – 659 of the Pittsburgh City Code provide civil rights protections for individuals who live, work or visit the City of Pittsburgh based on; age (over 40), ancestry, color, familial status, gender identity/expression, handicap/disability, national origin, place of birth, race, religion, retaliation, sex, sexual orientation, and status as a survivor of domestic violence (housing), or use of support animals because of the handicap or disability of the user.

PITTSBURGH COMMISSION ON HUMAN RELATIONS (PGHCHR) TIMELINE

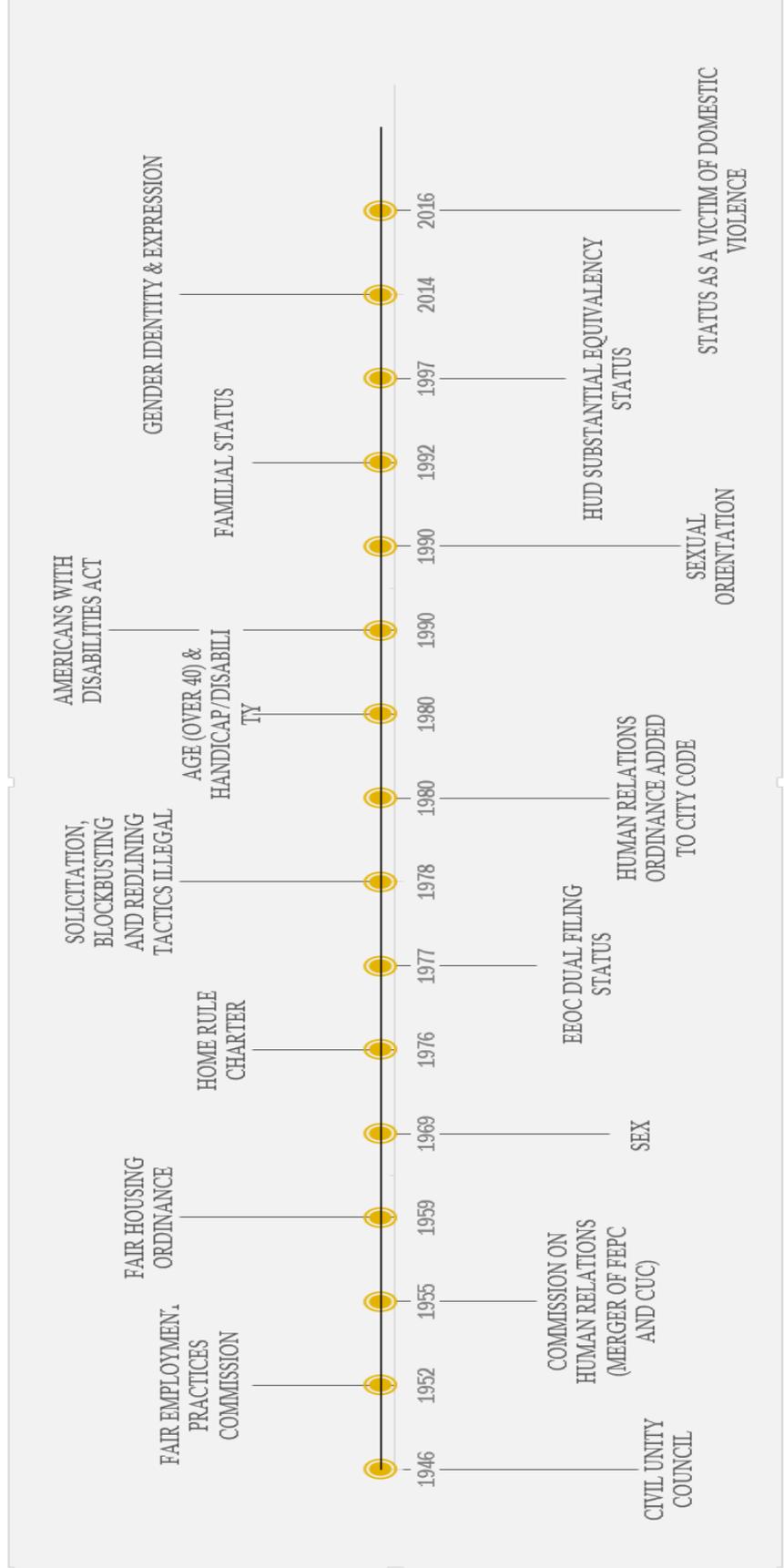


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INTRODUCTION

The mission of the City of Pittsburgh Commission on Human Relations (PghCHR) is to eliminate all forms of discrimination in the areas of employment, housing, public accommodations and in the delivery of city services. Our overarching goals are to:

- *Reduce compliance case processing time.*
- *Enhance intergroup and community relations by offering educational and outreach programs, and opportunities for dialogue and action.*
- *Increase compliance by employers, housing and service providers with civil rights laws and reduce incidents of community tension.*
- *Help communities come together to learn about one another and create more positive intergroup relations.*

Outreach and education are a key part of our strategy to help end discrimination in the City of Pittsburgh. The Commission feels that all residents are better served if we take a proactive, rather than reactive, approach. By increasing education and outreach, we have the power to bring groups together, increase their knowledge of their rights and responsibilities, and foster a sense of community.

In 2018, we celebrated the 50th anniversary of the Fair Housing Act (FHA) with a community event at the August Wilson Center. While this gave us an opportunity to appreciate our progress since the FHA was enacted, it also showed how much work remains for Pittsburghers to achieve fair and equitable housing. To further their process, we will continue to reach out to communities where we do not have established relationships to tell residents and providers about their rights and the work of the Commission.

The Commission also continues to participate in the Affirmatively Furthering Fair Housing (AFFH) Task Force, an advisory group whose goal is to identify barriers and disparities to fair housing and recommend policies to alleviate them. The AFFH Task Force has 35 organizational members of varying governmental, development/planning, community, and advocacy roles, ensuring the Commission has diverse input from a broad range of stakeholders. This year the Commission and AFFH members took a set of 15 policy recommendations out to communities in the North, South, East, and West of Pittsburgh to get input on what we got right and what needed to be changed. This was a valuable learning experience for all

involved, and based on what they heard from community members the AFFH Task Force plans to unveil the finalized recommendations in April 2019.

In October 2018, the Commission released the City's first-ever Human Rights Assessment. The data for this report was collected throughout 2017, and then analyzed and synthesized in a report released publicly at a meeting held in the East End. Some of the findings of the report include:

- The most cited reason for differential treatment in employment was gender,
- Over 25 percent of people felt they were treated differently by law enforcement based on their skin color,
- 311 was the most utilized City service (with over 96,000 calls/year), and
- Twenty-five percent of survey respondents reported that they cannot walk to a grocery store from their home.

While these only capture a portion of what we learned, these numbers show a great need for policy changes throughout the City to ensure equal rights and access for all residents. The report concluded with 14 specific recommendations related to improving housing, employment, community relations, and outreach regarding citizen's rights, which the Commission hopes to focus on more in 2019.

As 2018 ended, the Jewish community, and all of Pittsburgh, was devastated by the tragic shooting at the Tree of Life- Or L'Simcha Synagogue in Squirrel Hill. This act of domestic terrorism shook the city, but also brought many people together, with varied neighborhoods and communities displaying "**Stronger than Hate**" signs to show solidarity with people they may have never met, but felt connected to. This horrific act showed us that even today we cannot stand idly by, but must continue to fight for human rights and equality, as violence and hatred occurs in communities across the City.

In 2019, we look forward to having a dedicated outreach staff who can spend more time in the community, hearing firsthand the problems that residents and workers are facing, and how we can be of help. As always, we are committed to finding out what problems specifically affect Pittsburghers, and how we can offer the most possible protections against discriminatory behavior.

COMMISSIONERS

MARIANA PADIAS, *CHAIR* - Commissioner Padias serves as Assistant Director of Organizing for the United Steelworkers International Union.

WINFORD CRAIG, *CHAIR EMERITUS* - Commissioner Craig works as the Director of Information Technology and Director of STEM Programs at the Urban League of Greater Pittsburgh. He has taught entrepreneurship and computer science at Robert Morris University and the Community College of Allegheny County, respectively.

RICHARD MORRIS, *FIRST VICE CHAIR* - Commissioner Morris currently works as the Director of Housing for the Urban League of Greater Pittsburgh, where he is responsible for the Rental Assistance, Homeownership, Hunger Services, and Mortgage Foreclosure programs. Commissioner Morris previously held the position of Director of Resident Self-Sufficiency at the Housing Authority of the City of Pittsburgh.

LORI ROTH, *SECOND VICE CHAIR*- Commissioner Roth is a Pittsburgh-born attorney earning her Juris Doctor degree from the University of Pittsburgh Law School. As in-house counsel for Diet Center Worldwide, Inc., GNC Franchising, Inc., and later in private practice, she focuses on business, franchising, and license issues. As an advisor for a City Council candidate she helped shape a progressive platform that focused on fair housing, access to capital, minority and women-owned businesses and “ban the box” policies.

REVEREND LIDDY BARLOW, *SECRETARY*- Rev. Barlow currently serves as Executive Minister of Christian Associates of Southwest Pennsylvania, and was the first woman to be installed in this position, in 2014. She also serves as chair of the Allegheny County Emergency Food & Shelter Board, secretary for the Western PA Regional VOAD (Voluntary Organizations Active in Disasters), steering team member for All for All, planning team member for the Greater Pittsburgh Interfaith Coalition, and board member for the Foundation of HOPE and Pittsburgh Pastoral Institute.

GWENDOLYN YOUNG, *TREASURER* - Commissioner Young has worked actively in the field of education, focusing on Administration, Curriculum Development and Community Development. As the former Principal and President of Holy Rosary

School in Homewood, Commissioner Young served on the transition committee for the Holy Rosary and St. James School merger, which formed the Sister Thea Bowman Catholic Academy in Wilkinsburg.

Helen Gerhardt - Commissioner Gerhardt works as Grassroots Organizer for the anti-hunger organization Just Harvest, serves on the City-County Affirmatively Further Fair Housing Task Force, serves as Steering Committee member of the Pittsburgh Food Policy Council, is Co-Chair of the PFPC Food and Health Equity Working Group, and formerly worked as Community Organizer for Pittsburghers for Public Transit.

ERIC HOLMES – Commissioner Holmes has served the City of Pittsburgh for 20 years as a law enforcement officer, currently holding the rank of Commander and serving as the Pittsburgh Bureau of Police Chief of Staff. He holds an M.A. from Point Park University and is a graduate of Leadership Pittsburgh LDI XVIII. Commissioner Holmes belongs to Alpha Phi Alpha Fraternity, Inc., and the Robert Morris University Criminal Justice and Sociology Advisory Committee.

ERIC HORWITH - A licensed social worker and longtime Pittsburgh resident, Commissioner Horwith earned an undergraduate degree at Duquesne University and a Master's in Social Work degree at the University of Pittsburgh. Commissioner Horwith serves on the Board of Directors for the Mount Washington Community Development Center.

GABRIEL MCMORLAND - Commissioner McMorland works as the Director of the Thomas Merton Center. Additionally, he coordinates monthly events about accessible design with the Pittsburgh Accessibility Meetup. Commissioner McMorland previously served as Project Manager with Jackson/Clark Partners on extensive surveys of community needs.

RABBI SHARYN HENRY - Commissioner Henry joined the staff of Rodef Shalom Congregation in Shadyside in 1999. She has served as Religious School Principal, Youth, Education, and Activities Director, Associate Rabbi, and Rabbi. As Rabbi, Commissioner Henry seeks to create new prayer initiatives and establish an environmentally friendly section of the Congregation's cemetery.

WASIULLAH MOHAMED - Commissioner Mohamed was appointed to serve on the Commission on Human Relations in April 2016 by Mayor William Peduto. Commissioner Mohamed currently works for Forward Cities and also serves as Director of Community Relations for Nourish International.

MARIAN LIEN- Commissioner Lien is the Executive Director of the Squirrel Hill Urban Coalition. For over 20 years, her interests and desires to create a more socially just society has led her down a professional path creating safer environments for patients in rural health care; teaching diversity in higher-ed; and building a more sustainable community. She holds a Master's degree in Public Policy Management from the University of Pittsburgh's Graduate School of Public and International Affairs, and strives to understand how people's lives can be enhanced through public and governmental systems.

JESSICA RUFFIN- Commissioner Ruffin is currently the Senior Leader of Equity and Inclusion at Allegheny County Department of Human Services. She previously served as the director of the Social Justice Institutes at Carlow University and is involved in multiple community organizations throughout the City of Pittsburgh.

ALLYCE PINCHBACK - Commissioner Pinchback is Founder and CEO of Pinchback Consulting, LLC. Prior to starting her company, she served as Director of Professional Development for Pittsburgh Public Schools. She is a graduate of University of Pittsburgh and is pursuing her Master's of Public Management from Heinz College at Carnegie Mellon University.

COMMITTEES

EXECUTIVE COMMITTEE

This committee is comprised of the five (5) elected officers; *Chair, First Vice Chair, Second Vice Chair, Secretary, and Treasurer*, as well as any past Chairs who are still active members of the Commission. The Executive Committee offers general oversight to the operations through the Director.

COMMUNITY RELATIONS COMMITTEE

This committee has the responsibility of processing complaint cases arising from community tension having an adverse effect on inter-group relations. This committee also has jurisdiction over any other matter in the field of police and/or community relations, which, in the opinion of the Commission, may tend to have an adverse effect on inter-group relations.

FINANCE COMMITTEE

This committee is responsible for reviewing the Commission's annual budget and making recommendations for approval by the full Commission to the Mayor and City Council.

HOUSING COMMITTEE

The Committee is responsible for developing policies or programs, and/or creating education and outreach materials or events in support of the enforcement and education of the Unlawful Housing Practices provisions of the Pittsburgh City Code, Chapter §659.03.

NOMINATING COMMITTEE

The Committee is responsible for submitting a slate of officers one (1) month prior to the election meeting.

PERSONNEL COMMITTEE

The Personnel Committee reviews applications and interviews prospective candidates for Director and makes its recommendation to the Commission for such hiring. This Committee also evaluates the Director and reports such evaluation to the Commission. This Committee also approves all staff hiring made by the Director.

AD HOC COMMITTEES

May be established by the Chairperson to further the mission, goals and objectives of the PghCHR.

SUMMARY OF REFERRALS

In 2018 the PghCHR received a total of 332 inquiries regarding our services. Despite the number of inquiries, not all contacts with the PghCHR office lead to an intake. In some cases the PghCHR lacked jurisdiction (outside the City limits) to take the complaint, or too much time had passed (more than 365 days) since the incident. Nonetheless, staff makes every effort to provide a proper referral so individuals can get the help and support they seek.

In order to better understand the PghCHR’s reach, during inquiries from the public staff ask where or how the person found out about us and our services. This feedback helps the PghCHR think about where to prioritize its limited resources, and in which areas to increase its outreach efforts.

As was true in 2017, one of the Commission’s best referral sources in 2018 was word of mouth, with seventy-four (74) referrals, followed by service providers with forty-eight (48). *Figure 1* below has a breakdown of all referral sources.

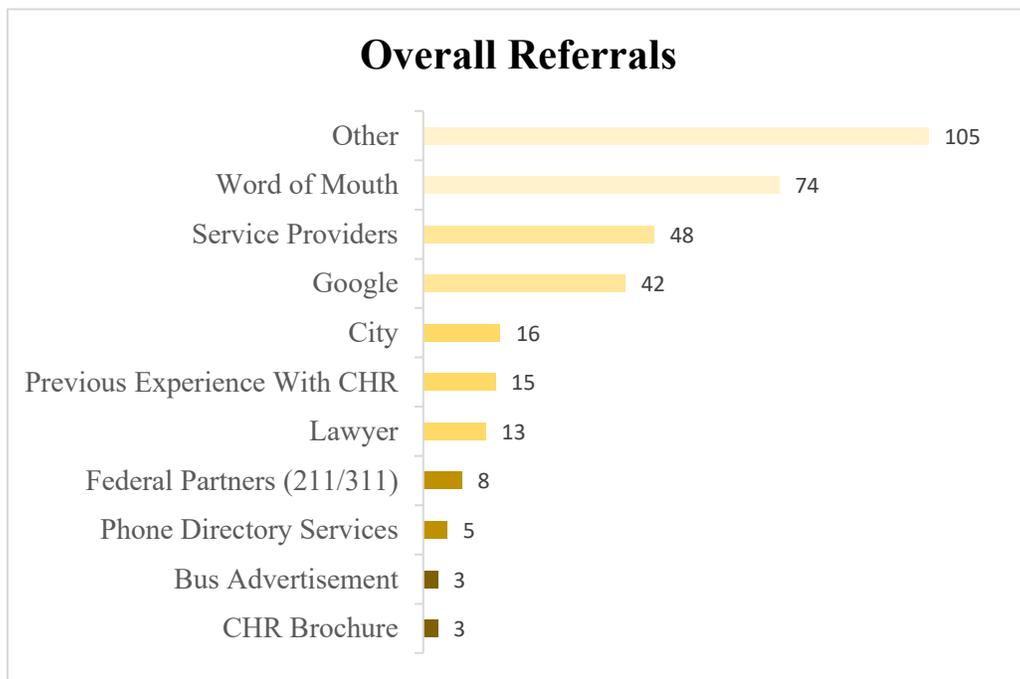


Figure 1 – 2018 Overall Referral Sources (N=332)

NEW CASES IN 2018

In 2018, the PghCHR opened a total of 66 new complaints alleging discrimination. The breakdown of the complaints is as follows; 37 complaints alleging employment discrimination, 24 housing complaints, and five (5) complaints alleging discrimination in public accommodations.

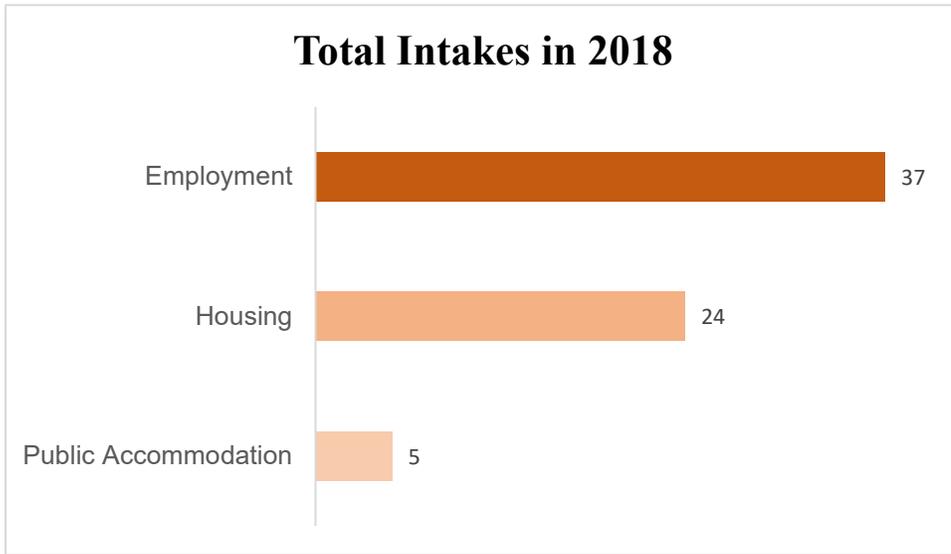


Figure 2 – Raw Number of Intakes by Category

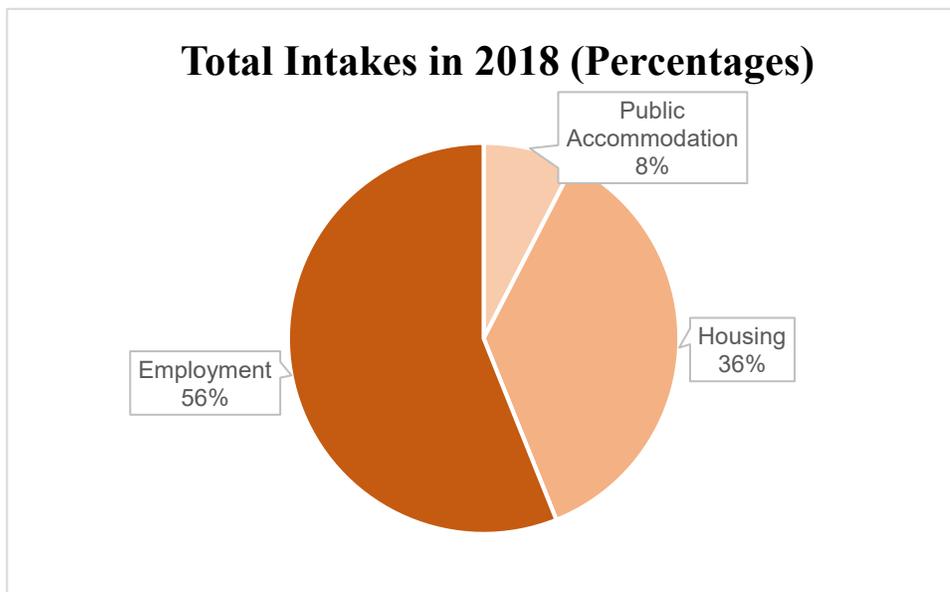


Figure 3 – Percentages of Intakes by Category

EMPLOYMENT INVESTIGATIONS

FEDERAL LAW: Title VII of the Civil Rights Act of 1964 provides protections against employment discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, and referral based on a person's *Race, Color, Religion, Sex (including pregnancy)* and *National Origin*. Additionally, the Age Discrimination in Employment Act (ADEA) prohibits discrimination against people who are age 40 or older. And Title I of the Americans with Disabilities Act of 1990 (ADA) prohibits employment discrimination based on a person's disabilities.

STATE LAW: In addition to the protections provided by Federal law, the Pennsylvania Human Relations Act makes it illegal for an employer to discriminate on the basis of *Ancestry, Age (40 and above), Disability, Religion, Retaliation,* and *use, handling or training of support/service animals for a disability.*

LOCAL LAW: In addition to Federal and State protections, Chapter §659.02 (Unlawful Employment Practices) of the Pittsburgh City Code prohibits employers, employment agencies and labor organizations from engaging in discriminatory employment practices with respect to hiring, tenure, compensation, promotion, discharge or any other terms, conditions and privileges directly or indirectly related to employment because of a person's; *Gender Identity / Expression, Place of Birth,* and *Sexual Orientation.*

These protections are available to anyone working within the physical boundaries of the city, regardless of where the person resides. It is also against the law to retaliate against someone because they have filed a complaint with the PghCHR, is a witness or has assisted in any manner in any investigation or proceeding.

During 2018, the PghCHR completed 37 intakes alleging employment discrimination, none of which alleged discrimination based on *Ancestry or Place of Birth.*

In 2018, the most common type of employment discrimination investigated by the PghCHR was based on Race (22 cases, 67%), followed by Sex (6 cases, 18%), and Retaliation (6 cases, 18%). Fewer cases were filed on Age, Handicap/Disability, Sexual Orientation, Gender Identity/Expression, Religion, Gender, Sexual Orientation, and National Origin. It is worth noting that some individuals filed complaints of employment discrimination with multiple bases.

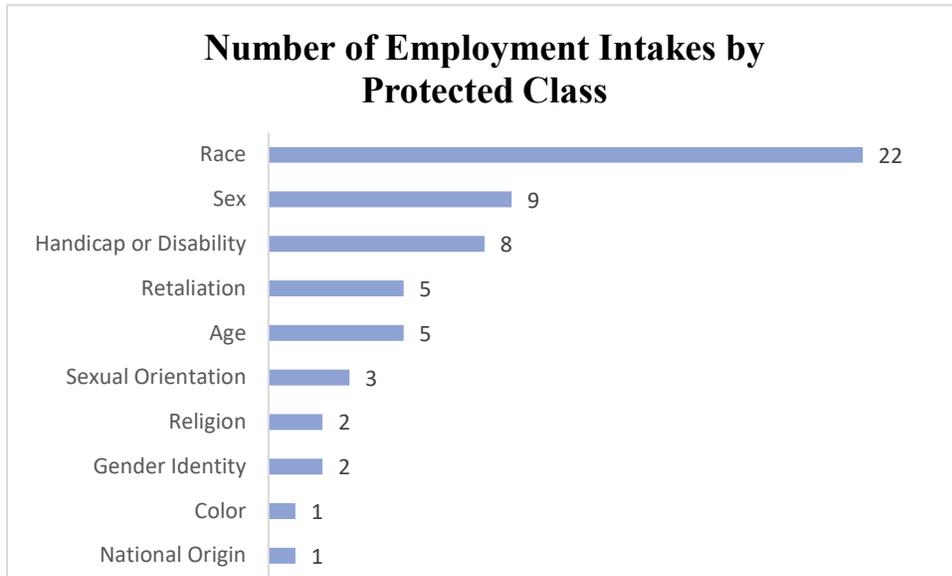


Figure 4 – Number of Employment Intakes by Protected Class (N = 37)

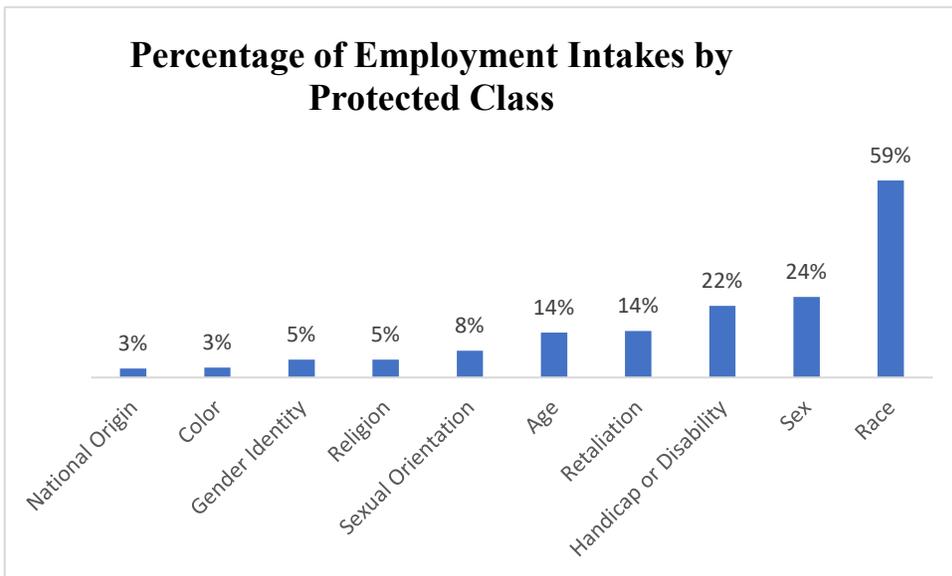


Figure 5 – Percentage of Employment Intakes by Protected Class (N = 37)

During the 2018 Fiscal Year, the PghCHR completed 34 employment investigations. The majority of cases (56%) closed with a determination of Lack of Probable Cause, while six (6) cases were closed with some type of relief/settlement for the complainant. Five (5) cases closed with a failure to cooperate by complainant. Finally, two (2) cases were determined to be outside of our jurisdiction, and complainants withdrew two (2) cases.

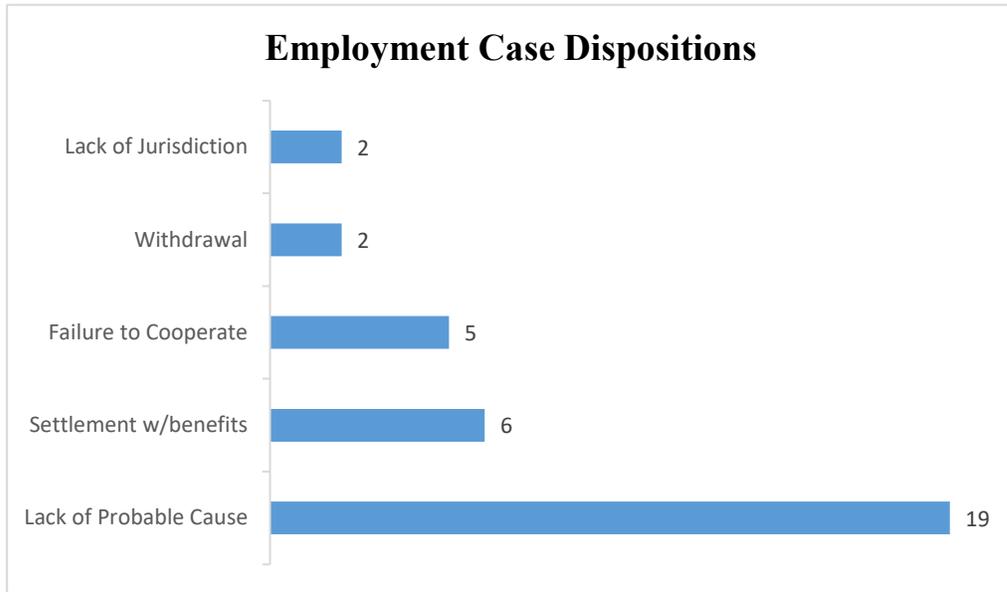


Figure 6 –
Disposition of
Employment Cases
(N = 34)

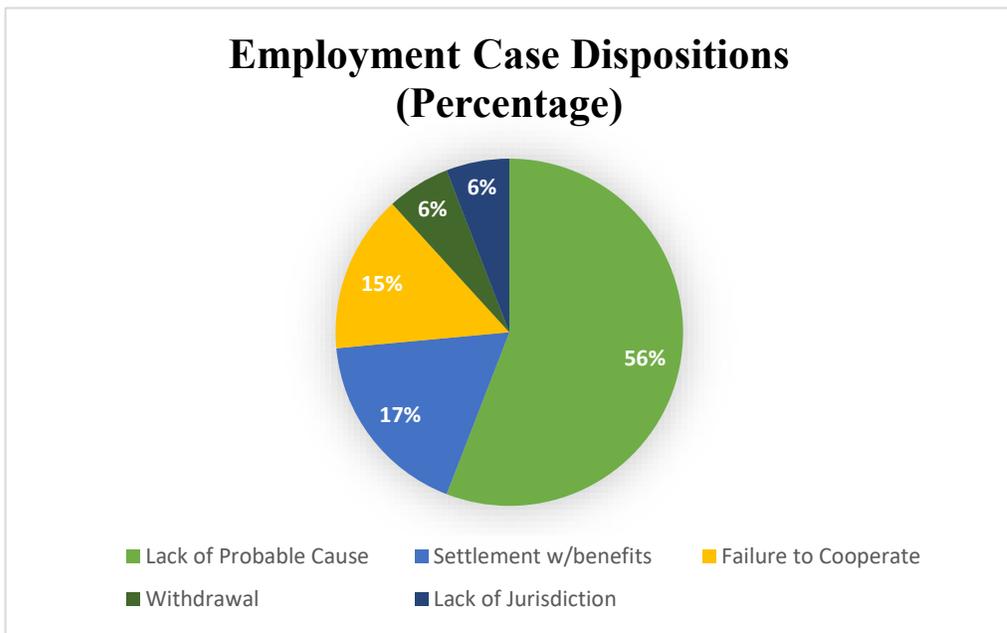


Figure 7 –
Percentages of
Employment Case
Dispositions (N = 34)

HOUSING INVESTIGATIONS

FEDERAL LAW: The Fair Housing Act of 1968 protects individuals in all the states, Puerto Rico, and any of the U.S. territories of the United States from discrimination when they are renting, buying or securing funding for any housing. This law prohibits discrimination because of a person's *Race, Color, National Origin, Religion, Sex, Disability* and *Familial Status* (the presence of children under the age of 18 years old).

STATE LAW: In addition to the protections provided by Federal Law, the Pennsylvania Human Relations Act 43 P.S. §955 prohibits discrimination in all housing transactions including, but not limited to, sales, rental, finance, providing reasonable accommodations or modifications to housing or commercial properties based on *Age* (over 40), *Ancestry* and *Pregnancy*.

LOCAL LAW: Chapter §659.03 (Unlawful Housing Practices) of the Pittsburgh City Code provides civil rights protections for individuals involved in all housing transactions (renting, leasing, subleasing, or buying), within the physical boundaries of the City.

Although there are Federal and State Laws that prohibit discrimination, the City also provides *additional* protections based on; *Gender Identity / Expression, Place of Birth, Sexual Orientation*, and because a person may be a (*known or suspected*) *Survivor of Domestic Violence*. This law was originally established in 1959, nine years before Federal Law.

During 2018, a total of 24 housing complaints were filed. The most common basis for filing a complaint of housing discrimination with the PghCHR in 2018 was due to Disability (11 cases, 38%), followed by Race (6 cases, 21%). The Commission did not receive any housing discrimination complaints based on *Ancestry, Gender Identity/Expression, National Origin, Sexual Orientation, or Place of Birth*.

Number of Housing Intakes by Protected Class

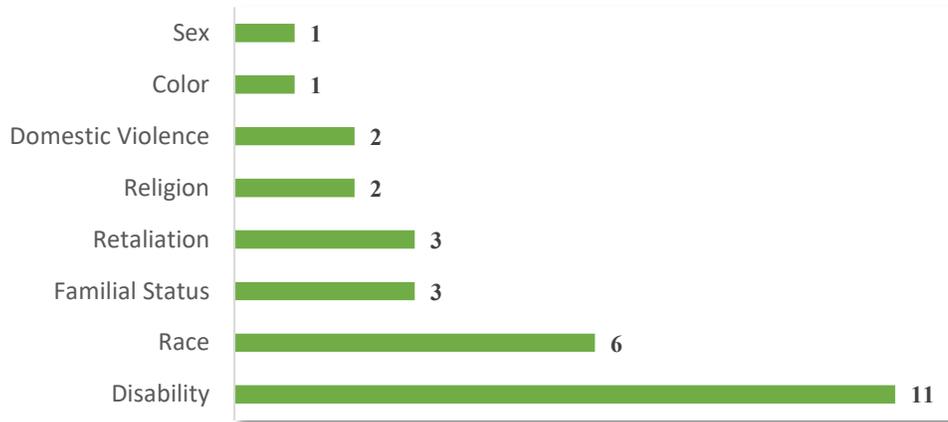


Figure 8 – Housing Intakes by Protected Class (N = 24*)

*Some complaints were filed with more than one allegation of discrimination due to membership in multiple protected classes.

Percentage of Housing Intakes by Protected Class

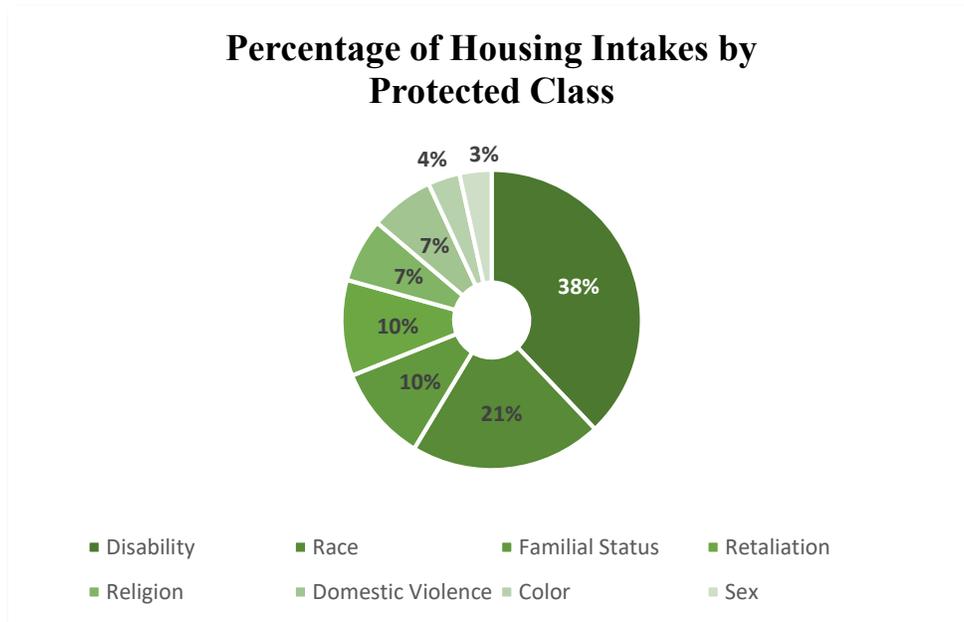


Figure 9 – Percentages Housing Intakes by Protected Class (N = 24*)

During 2018, the Commission completed 21 housing investigations. Twelve (12, 57%) cases closed with a determination of Lack of Probable Cause (meaning there was not enough evidence to prove that a discriminatory act occurred), while five (5, 24%) were successfully conciliated and complainants were offered a remedy or relief. Two cases (2, 9%) were satisfactorily adjusted after probable cause was found, meaning the cases settled before going to public hearing. Finally, one (1, 5%) was closed based on a failure to cooperate, and in one case (1, 5%) the Commission did not have jurisdiction.

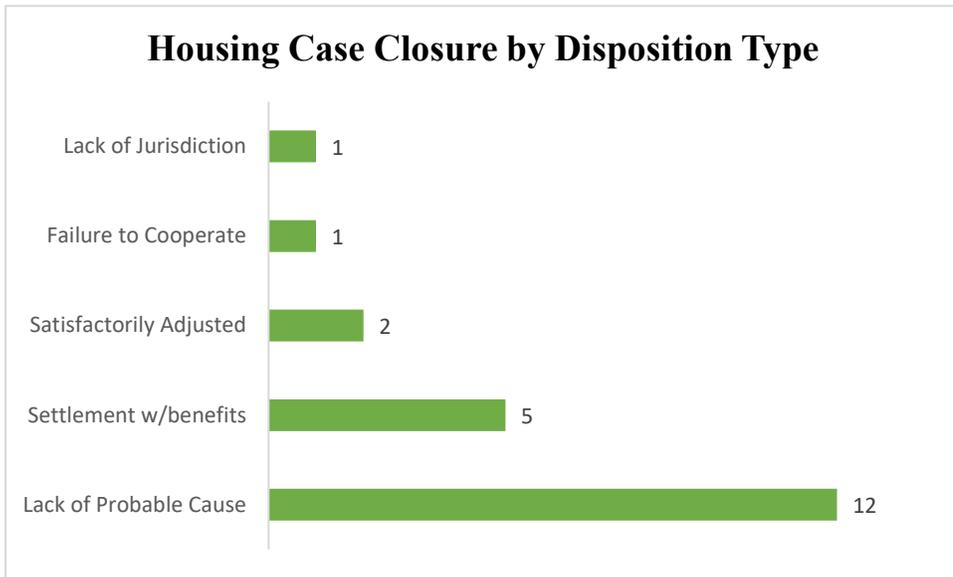


Figure 13 – Disposition of Housing Cases (N = 21)

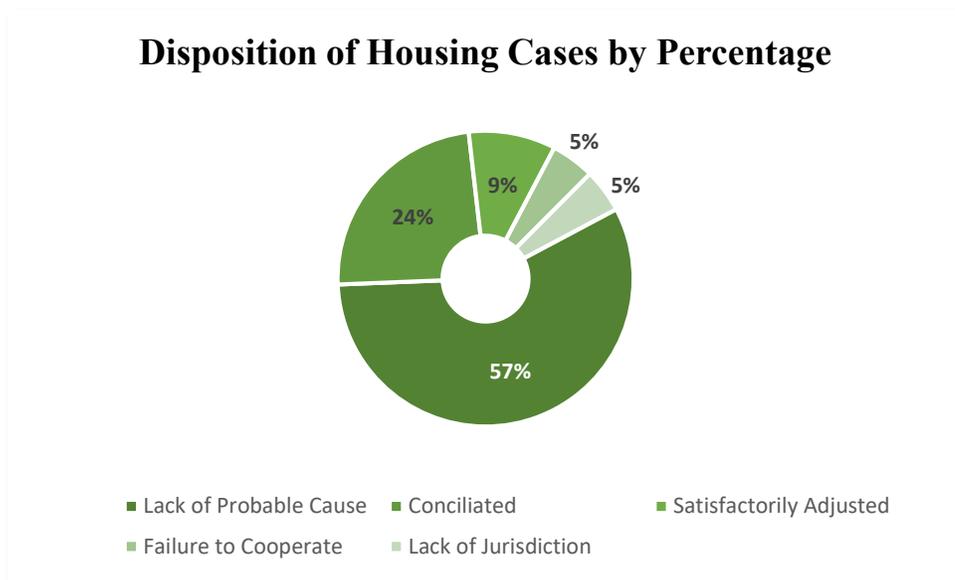


Figure 14 – Disposition of Housing Cases by Disposition Type (N = 21)

PUBLIC ACCOMMODATION CASES

Pittsburgh City Code Article V, § 659.04 “Unlawful Public Accommodation Practices” makes it illegal for the “owner, lessee, proprietor, manager, superintendent, agent or employee of any business or place of public accommodation, resort, recreation or amusement” to refuse service, facilities, entry, or goods to a person based on their protected class status. Currently there are 10 protected classes covered under public accommodations law.

In 2018, the Commission on Human Relations opened five (5) new complaints of discrimination in places of public accommodation. Two cases (2, 33%) were filed on the basis of handicap or disability, two (2, 33%) were filed on the basis of race, one (1, 17%) was filed on the basis of religion, and one (1, 17%) was filed on the basis of sex. One case this year was filed on two bases.

Seven (7) public accommodation cases were closed in 2018. Four (4) of these were closed with a lack of probable cause, two (2) were closed with a lack of jurisdiction, and one (1) was settled with benefits and the complaint was withdrawn.

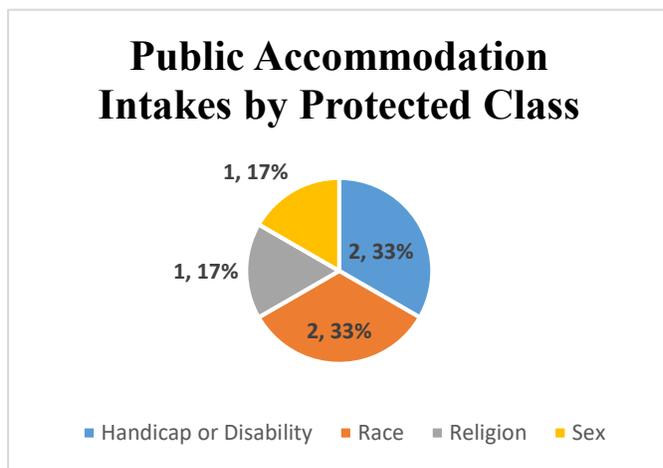
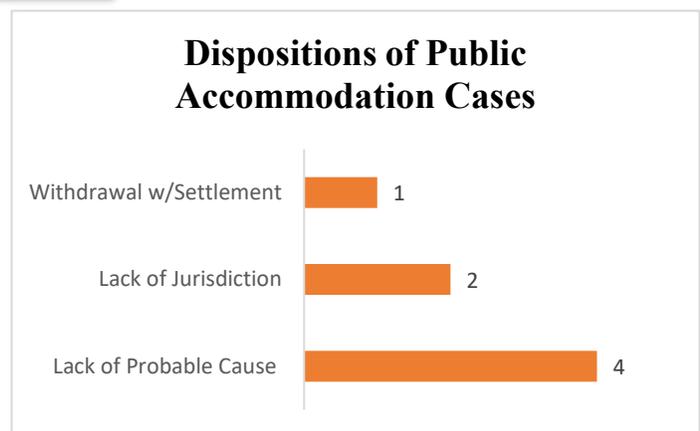


Figure 15 – Public Accommodation Intakes by Protected Class (N = 5)

Figure 16 – Public Accommodation Dispositions (N = 7)



RELIEF AND REMEDIES

An important part of all complaint investigations is attempting to conciliate or settle the cases. Conciliation can occur early in a case before a determination is made, or becomes mandatory if probable cause for discrimination is found. The relief outlined in conciliation or settlement agreements can range from monetary relief to employment opportunities, and is determined on a case-by-case basis.

In 2018, PghCHR closed a total of 62 cases, 14 (23%) of which received some form of settlement or remedy. Eight (8) of the 14 settlements were monetary, while other provided a range of opportunities in housing and employment. The following describes relief and remedies for cases closed in 2018:

<p>The average monetary settlement amount was \$4,360 (13% of cases received a monetary settlement)</p>	<p>Housing cases had the highest rate of settlement at 33%. Housing conciliations also include public interest relief, to deter future discriminatory acts</p>
<p>Non-monetary relief included: employment training, ability to keep a support animal, job opportunities, being made eligible for re-hire, and apprenticeships</p>	<p>Conciliation agreements help to avoid costly and prolonged public hearings and provide more immediate relief for complainants</p>

OUTREACH AND EDUCATION

Each year the PghCHR strives to provide education and training that caters to the specific needs of the community. Our staff attends regular community meetings, such as the Homewood Tenant Council, and participates in panel discussions and presentations, such as the Immigrants and Internationals Council meetings, to inform participants of their rights and responsibilities. In 2018, the Urban League of Greater Pittsburgh invited the PghCHR to participate in monthly homeownership workshops in order to better educate first-time homebuyers of their rights.

Our staff participates in outreach events throughout the year to increase awareness of the PghCHR and its services. This year we continued our participation in the 20th Annual Summit Against Racism, PrideFest, and the Urban League Thanksgiving Distribution. Staff also participated in the Deferred Action for Childhood Arrivals (DACA) Press Conference, an Immigrant and Refugee Health Fair, as well as attending the annual All for All Summit in an effort to reach constituents in the immigrant and refugee communities.

On October 1, 2018 the PghCHR released the Human Rights Assessment, a report designed to shed light on civil and human rights disparities in Pittsburgh. Over 1,500 City residents were surveyed. The resulting report highlighted 14 different policy recommendations that could be implemented in Pittsburgh to further human rights for all residents and visitors to the City.

50TH ANNIVERSARY OF THE FAIR HOUSING ACT

In April 2018, the Commission on Human Relations commemorated the 50th anniversary of the signing of the Fair Housing Act with an event at the August Wilson Center in downtown Pittsburgh. The Fair Housing Act of 1968 prohibits housing discrimination when buying, renting or securing financing based on these protected categories; race, color, religion, national origin, sex, disability and familial status (presence of children under the age of 18 years old). In Pennsylvania, the Human Relations Act prohibits discrimination in all housing transactions including but not limited to sales, rental, finance, providing reasonable accommodations or modifications to housing based on these protected classes: race, color, national origin, religion, sex, familial status, disability, ancestry and pregnancy. Chapter §215-33 of the Allegheny County Code declares unlawful housing practice to discriminate against a person because of their race, color, religion, national origin, ancestry or place of birth, gender identity or expression, sexual orientation, disability, marital status, familial status, age or use of a guide or support animal because of blindness or because the user is a handler or trainer of support or guide animals, deafness or physical disability, or because of the disability of an individual with who the person is known to have an association.

The event featured keynote speaker F. Alvin Pearman, assistant professor of Urban Education at the University of Pittsburgh and distinguished panelists Esther L. Bush, former President and CEO of the Urban League of Greater Pittsburgh, Barbara Delaney, Deputy Director for the U.S. Department of Housing and Urban Development (HUD), David A. Dean, President of the Realtors Association of Metropolitan Pittsburgh, Charles Morrison, former Director of the Pittsburgh Commission on Human Relations, and George Moses, former chair of the National Low Income Housing Coalition. The event drew an attendance of over 200 people, which made it one of the largest events hosted by the Commission on Human Relations to date.

Special thanks to the Realtors Association of Metropolitan Pittsburgh (RAMP) and the Housing Authority of the City of Pittsburgh for their generous support of this event.



F. Alvin Pearman, Ph.D.
Keynote Speaker



Esther L. Bush
Panelist



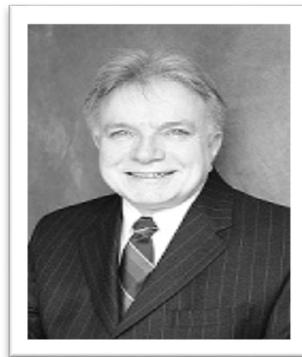
Barbara Delaney
Panelist



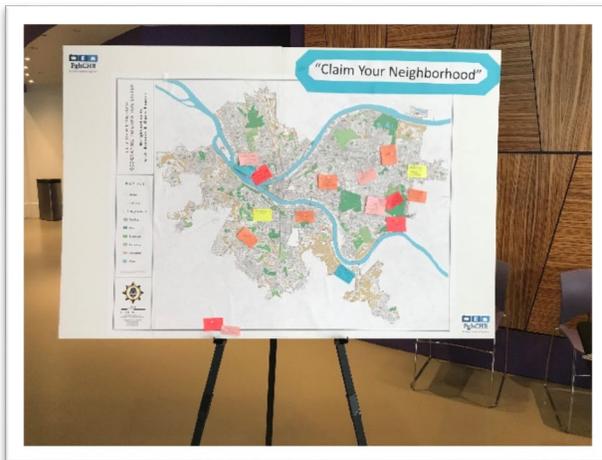
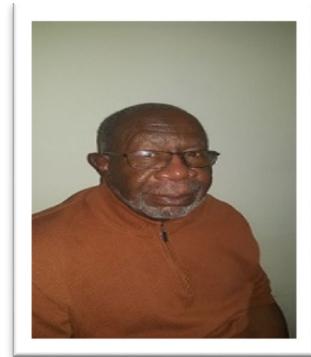
David A. Dean
Panelist



Charles Morrison
Panelist



George Moses
Panelist



STAFF TRAINING

Each year PghCHR staff participates in various conferences and trainings to stay abreast of current civil rights laws. We find that this is essential in an ever-changing social climate where new challenges arise every day and case law is constantly evolving. In order to provide thorough, unbiased investigations, our staff regularly have group discussions to share institutional information, varied perspectives, and investigation techniques. In addition, bi-weekly professional development meetings serve as a platform to discuss various topics and encourage team building. Below you will find a brief overview of the types of trainings our staff attended in 2018, as well as the topics of various in-house professional development sessions:

- Equal Employment Opportunity Commission Federal Employment Practice Agencies (FEPA) Conference
- Examining Conflicts in Employment Law (EXCEL) Conference
- U.S. Department of Housing and Urban Development FHAP Training Conference
- Workplace Violence and Active Threat Training
- Workers' Compensation Training
- Leadership Anti-Harassment Workshop
- All for All Summit
- Implicit Bias Training
- Housing Intakes and Investigations
- John Marshall Law School Fair Housing Training
- Right to Know Requests
- De-escalation Techniques

CIVIL RIGHTS PROTECTIONS

The chart on the next page has useful information on the laws that prohibit discrimination in employment and housing. There are some important facts to keep in mind:

- ✓ Laws are different depending on the jurisdiction (or where a person lives, works, or visits)
- ✓ There are Federal and State laws that protect members of some protected classes but not others
 - For example, Federal and Pennsylvania State law do not provide explicit protections for Lesbian, Gay, Bisexual and Transgender (LGBT) persons, while Allegheny County and the City of Pittsburgh DO offer these protections.
- ✓ State, County and City laws can include more protected classes than Federal laws
- ✓ The time to file a complaint can be different under each jurisdiction. When complaints are dual-filed with our Commission and federal partners (EEOC and HUD), we follow the City's guideline for time to file, not the federal timeline.
- ✓ “✓” indicates protection under that specific law for members of that protected class

CIVIL RIGHTS PROTECTIONS

		FEDERAL LAW		PENNSYLVANIA LAW		ALLEGHENY COUNTY		CITY OF PITTSBURGH	
		180 days	365 days	180 days		180 days		365 days	
		Employment	Housing	Employment	Housing	Employment	Housing	Employment	Housing
Protected Classes	Age (over 40)	✓		✓	✓	✓	✓	✓	
	Ancestry			✓	✓	✓	✓	✓	✓
	Color	✓	✓	✓	✓	✓	✓	✓	✓
	Disability/Handicap (including use of a support/service animal)	✓	✓	✓	✓	✓	✓	✓	✓
	Familial status		✓		✓		✓		✓
	Gender expression/identity	Not explicitly	Not explicitly	Not explicitly	Not explicitly	✓	✓	✓	✓
	Marital Status						✓		
	National Origin	✓	✓		✓	✓	✓	✓	✓
	Place of birth					✓	✓	✓	✓
	Pregnancy				✓				
	Race	✓	✓	✓	✓	✓	✓	✓	✓
	Religion	✓	✓	✓	✓	✓	✓	✓	✓
	Sex	✓	✓	✓	✓	✓	✓	✓	✓
	Sexual orientation	Not explicitly	Not explicitly			✓	✓	✓	✓
Status as a survivor of domestic violence								✓	

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Thank you

Dr. Sheron Clark for 25 years of service
to the Commission on Human Relations!



Pittsburgh Commission On Human Relations

Serving Fairness Together

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