

About the Pittsburgh Commission on Human Relations

Anyone who lives, works, or visits Pittsburgh has a legal right to opportunity and access to housing, employment, and public accommodations. The Commission on Human Relations (PghCHR) investigates instances of discrimination and seeks resolutions for anyone who has experienced harm because of discrimination. We are more than just an agency that enforces laws. We work with communities, and public and private organizations, to proactively educate people about equal rights and opportunities.

The PghCHR has the power to enforce punitive legal action, but our Commissioners recognize that constructive resolutions, such as mandating trainings and policy changes, are more likely to lead to changes in behavior and changes in practice. We are dedicated to creating positive change and promoting equality, which stands out in our efforts to proactively work with communities, businesses, and organizations to prevent and recognize discrimination.



Serving Fairness Together

Contact Us To Start the Process

To file a complaint with the PghCHR, please email (human.relations@pittsburghpa.gov), call (412-255-2600), fax (412-255-2288) or complete our online form at <http://pittsburghpa.gov/chr/inquiry> to start the process.



📍 908 City-County Building
414 Grant Street, Pittsburgh, PA 15219
☎ (412) 255-2600 📠 (412) 255-2288
💻 www.pittsburghpa.gov/chr
✉ human.relations@pittsburghpa.gov
📱 @PghCHR

English



Know Your Rights: Guide to Equal Employment



**Pittsburgh Commission
On Human Relations**
Serving Fairness Together

Guide to Fair Employment

The City of Pittsburgh fair employment ordinance (Chapter 659.02) protects you from illegal discrimination because of your age (for persons over 40 years), ancestry, color, disability, gender identity or expression, national origin, race, religion, sex, and sexual orientation. These categories are often referred to as “protected classes.”

You must have experienced the harm within the last 365 days to file a complaint with the PghCHR. The harm must have taken place within the territorial limits (physical boundaries) of the City of Pittsburgh.

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If you’ve experienced a difference in treatment while seeking employment, taking part in a labor organization, or while on the job because of your membership to a protected class, you may have experienced discrimination:

1. Difference in treatment against any person with respect to hiring, tenure, compensation, promotion, discharge, or any other terms, conditions or privileges directly or indirectly related to employment
2. Difference of treatment in admission to apprentice training, on-the-job training, or any other occupational training program
3. Requiring information of an individual’s membership to a protected class to determine eligibility for employment
4. To substantially confine or limit recruitment or hiring of employees with the intent to circumvent the spirit and purpose of the fair employment practices ordinance
5. Failure by any employment agency to refer or otherwise discriminate against any person
6. Difference in treatment in admission to any labor organization
7. Obstruction or prevention of enforcement or compliance with the Unfair Practices statute of the City Code
8. Retaliation against anyone who has complied with the Unfair Employment Practices statute of the City Code

Example Complaints in Employment

- A male employee complains to his supervisor that another employee is asking him questions about his sexual orientation that make him uncomfortable. The Supervisor tells the employer to tell the other employee to stop, and to come back if it happens again. The employee informs his supervisor that he has already tried that. The Supervisor told his employee to “man up,” because there is more important work to be done than deal with office politics.
- An employee tells racist jokes during lunch. He offends a coworker of another race. The employee tells his coworker, “I was just joking. Can’t you take a joke?” The coworker complains to a supervisor. The Supervisor responds, “It was just a joke. Focus on your work.”
- An employee asks for a uniform accommodation so that she can wear a hijab under her hat. The employer responds no, that it would negatively affect the company’s brand and policy that workers wear the same uniform.
- A gay employee applies for a job that would be a promotion, and the “face” of a company’s division. The employee is told at the interview, that clients may not be receptive to his image because they believe in “traditional values.”