



# Pittsburgh Commission On Human Relations

*Serving Fairness Together*



# 2017 ANNUAL REPORT





## **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.



# CITY OF PITTSBURGH

## *Commission on Human Relations*

414 Grant Street – Room 908, Pittsburgh, PA 15219-2464

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The Honorable William Peduto  
Mayor, City of Pittsburgh  
512 City-County Building  
Pittsburgh, Pennsylvania 15219

Dear Mayor Peduto:

I respectfully present to you the City of Pittsburgh Commission on Human Relations 2017 Annual Report. The Commission's mission to eliminate unfair practices in the areas of employment, housing, public accommodations, and in the delivery of city services continues to guide our work. This past year we witnessed both overt and covert efforts to undermine the civil/human rights of individuals based on the color of their skin, their country of origin, their religion, and sexual orientation. Nationally, many well-known civil rights institutions were forced to dedicate their time to protect and preserve some of our most basic rights. Locally, we focused our energy upholding our laws, educating the public, and protecting the rights of every person who lives, works and visits our city.

For many years, Pittsburgh has enjoyed the distinction of being known as *America's Most Livable City*. In 2017, we focused on another characteristic of our City – **a city of bridges**, the Commission worked in partnership with other City Departments to distribute our educational materials, and listen to the concerns of residents related to ethnic and religious intimidation. We also had the opportunity to collect data for a human rights assessment.

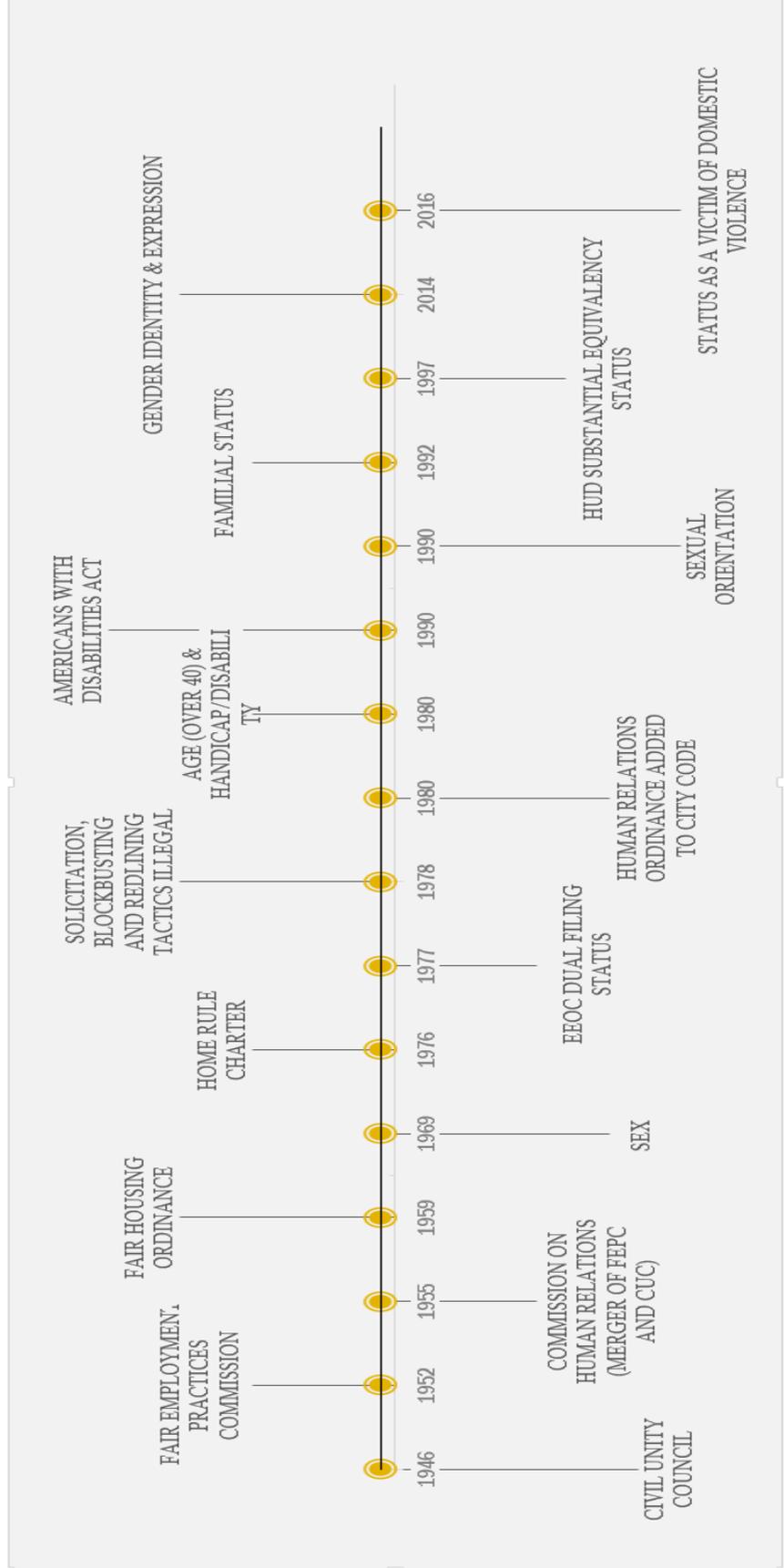
For most of its history the Commission has been a well-kept secret. Through our recent activities and moving forward it is our goal to change that. We want to become better known in Pittsburgh and throughout the nation. At home, we want to be known as a resource for individuals who experience discrimination. Nationally, we want to be known as a resolute leader willing to push back against those resolved to roll back civil rights in our country.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Winford R. Craig'.

Winford R. Craig  
Chair

# 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 increasing the number of educational and outreach programs.*
- *Increase compliance by employers, housing and service providers with civil rights laws and reduce incidents of community tensions.*
- *And, promote greater awareness and appreciation for the cultural diversity of the City.*

The PghCHR uses a variety of activities to achieve its mission and goals.

Outreach and education are a key part of our strategy to help end discrimination in the City of Pittsburgh. This year the PghCHR has made a concerted effort to ensure long-term residents, as well as newcomers to our community, are knowledgeable about their rights under the city’s civil rights ordinance, and are able to assert those rights if they are violated.

In the past year we have taken several steps to improve our communication with the community. For the first time ever the PghCHR rebranded our outreach materials. A team of experts worked with staff and Commissioners to create our new image and to modernize our brochures. Two of the most visible outcomes are our new colors and our new tagline “*Serving Fairness Together*”. Our brochure outlining citizen’s civil rights is now available in 11 different languages.

We are also taking time to listen to the issues that are important to our community members. On June 30<sup>th</sup>, the PghCHR hosted a public hearing regarding ethnic and religious intimidation. During the eight-hour hearing we heard from a number of experts, scholars, community leaders, and residents. We received suggestions on what the city can do to continue to protect the rights of all Pittsburghers, and in the coming year we will publish a complete report of the recommendations and action steps.

The PghCHR has also expanded and strengthened our advisory groups to help inform and guide our work. Several community organizations have joined the Commission’s Affirmatively Furthering Fair Housing (AFFH) Task Force. The advisory group has 35 organizations/entities, ensuring the Commission has diverse input from a broad range of stakeholders. This year AFFH members worked vigorously to submit preliminary recommendations to the PghCHR on how the city can uphold the Fair Housing Act of 1968. In 2018 we will take their work to the

public for comments and input. A full report will be published towards the end of the year. Commissioners are also excited to be exploring the formation of a Youth Human Relations Commission.

The 2016 election left many members of our communities feeling uneasy, nervous, and anxious over the uncertainty of the new administration, and its policies. Since taking office, the President's rhetoric, memorandums, executive orders, and appointments of people with a long standing history against civil rights prompted us to take action. We spent April and May writing to our counterparts throughout the country encouraging them to make June 1<sup>st</sup> a National Day of Action to remind the public of our charge to protect their civil rights, even if the Federal government fails to do so. Mayor Peduto; Lyle Wood, Regional Director for the Pennsylvania Human Relations Commission; Wasiullah Mohammed, Executive Director of the Islamic Center of Pittsburgh; and Bibhuti Aryal, with the Governor's Commission on Asian Pacific Affairs, stood by us at the event, and reminded Pittsburghers that we are a city of bridges, not a city of walls.

This year the PghCHR increased its visibility in immigrant communities. We collaborated with community organizations who work with immigrants to create spaces where individuals and families can learn more about local efforts to protect their rights. The PghCHR attended numerous public events, along with immigration attorneys and the Pittsburgh Bureau of Police, to share information and answer questions. These forums were well attended, and gave us an opportunity to reach people that otherwise would not have known about our work.

Last but not least, we ended the year by becoming a U visa certifying agency. The U visa program was started by Congress in 2000 to encourage undocumented immigrants who are victims of certain crimes to cooperate with law enforcement investigations by providing temporary protection from deportation. The PghCHR is now able to certify that an individual has cooperated or is likely to cooperate with a law enforcement investigation, making them eligible to apply to the U visa program.

In 2018, in collaboration with other organizations we will be engaging residents as the work of the AFFH Task Force moves into its next phase. Commission staff, and Commissioners will continue to work to eliminate unfair practices in our city.



# COMMISSIONERS

## EXECUTIVE COMMITTEE



**WINFORD CRAIG, CHAIR** - 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.



**LEE FOGARTY - PH. D., 1<sup>ST</sup> VICE CHAIR** - Commissioner Fogarty is a licensed psychologist and an executive coach and consultant. Throughout her career, she has worked with corporate and nonprofit executive officers to empower women, resolve workplace issues, and manage conflict.



**MARIANA PADIAS, 2<sup>ND</sup> VICE CHAIR** - Commissioner Padias serves as Assistant General Counsel for the United Steelworkers International Union, where her legal practice includes federal labor law, contract enforcement, negotiations, education, and some international human rights work, as well as some defense litigation.



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



**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 Wilksburg.

## COMMISSIONERS



**CURTIS A. SMITH** - Commissioner Smith, a graduate of the Allegheny County Police Academy, is a state-certified policeman, a police officer for the Department of Public Safety at the University of Pittsburgh, and a self-defense instructor. After graduating from the University of Pittsburgh with a degree in Social Sciences, Commissioner Smith devoted his energies to the martial arts.



**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 New Economy Campaign Organizer at 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.



**LORRAINE EBERHARDT, ED.D.** - Commissioner Eberhardt worked as an education administrator in the Pittsburgh region for over 30 years. She served Pittsburgh Public Schools as an elementary teacher, as an emotional support teacher to middle school students, and later as an elementary principal. Commissioner Eberhardt has developed and implemented curricula in the arts and humanities.



**LYNETTE DRAWN-WILLIAMSON** - Commissioner Drawn-Williamson currently works as the Site Director for the East Liberty Family Support Center. Previously, Commissioner Drawn-Williamson worked at the Ozanam Cultural Center, providing educational, recreational and social after-school activities for inner city youth, and as Deputy Director, Supervisor, and Training Manager at the Shuman Juvenile Detention Center.



**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.



**RICHARD MORRIS** - 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.

**NO  
PICTURE  
AVAILABLE**

**ROBERT SAMUEL** - Commissioner Samuel has worked as an information technology consultant and sales professional for over twenty years. He currently works as a Business Development Executive at Renoir Consulting. Commissioner Samuel's distinguished career includes positions at Comcast Cable, MCI Screen, Schering Corporation, Xerox, and IBM.



**WASIULLAH MOHAMED** - Commissioner Mohamed was appointed to serve on the Commission on Human Relations in April 2016 by Mayor William Peduto. Commissioner Mohamed currently serves as Executive Director of the Islamic Center of Pittsburgh. Commissioner Mohamed also serves as Director of Community Relations for Nourish International.

Commission staff would like to say *Thank You* to the following Commissioners whose terms have expired, for their dedication, and selfless service to the residents of Pittsburgh.

**CURTIS SMITH – 22 YEARS OF SERVICES**  
**LYNETTE DRAWN-WILLIAMSON – 12 YEARS OF SERVICE**  
**LEE FOGARTY – 10 YEARS OF SERVICE**  
**LORRAINE EBERHARDT – 7 YEARS OF SERVICE**



# COMMISSIONERS' ROLES

- ④ Commissioners are residents of the city who are appointed by the Mayor and confirmed by City Council to serve four-year terms. They serve on a voluntary basis and do not get paid for their service to the city. They represent different segments of the community, and are involved in a variety of professions, civic, and community groups.
- ④ Commission meetings are open to the public and held monthly, with the exception of August recess.
- ④ Commissioners serve in three functional areas.
  - **COMPLIANCE REVIEW SECTION (CRS)**

Seven (7) Commissioners serve in this section. Their job is to review the investigative summaries of the work completed by staff, question the content of the summaries, and if deemed necessary instruct the investigator to find additional information (do more investigating). Commissioners in CRS also vote on the disposition of each complaint/investigation. Additionally, they facilitate private meetings between the parties in an effort to reach an acceptable solution.
  - **PUBLIC HEARING SECTION**

The seven (7) Commissioners assigned to this section are charged with Presiding over administrative hearings (Public Hearings). They issue rulings related to motions, decide whether to admit or exclude testimony, and question witnesses as needed. After reviewing the information/records provided during the public hearing, they recommend Findings of Fact, and issue Orders for the Commission to act upon.
  - **MOTIONS COMMISSIONER**

The Motions Commissioner is responsible for reviewing, granting or denying motions made by the Complainant or Respondent during the course of an investigation.

- ④ To ensure due-process the Commission is bifurcated. No one Commissioner may serve in more than one functional area at the same time.

SECTION	MEMBERS
<p align="center"><b>COMPLIANCE REVIEW SECTION</b></p>	<p>Mariana Padias - <i>Chair</i> Curtis Smith Eric Horwith Richard Morris Robert Samuel Wasiullah Mohamed Winford Craig</p>
<p align="center"><b>PUBLIC HEARING SECTION</b></p>	<p>Helen Gerhardt - <i>Chair</i> Gabriel McMorland Gwendolyn Young Lorraine Eberhardt Lynette Drawn-Williamson Sharyn Henry</p>
<p align="center"><b>MOTIONS</b></p>	<p>Lee Fogarty</p>

*Welcome*

We are happy to welcome the following individuals who in 2017 were appointed by Mayor Peduto and confirmed by City Council as Commissioners. Each Commissioner is appointed to a four (4) year term.

**ALLYCE PINCHBACK**  
**ERIC HOLMES**  
**JESSICA RUFFIN**  
**LORI ROTH**  
**MARIAN LIEN**

# COMMITTEES



In order to accomplish the Commission's mission, Commissioners serve on one or more of the following 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 and citizen complaints against the Pittsburgh Police Officers. 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.

COMMITTEE	MEMBERS
<b>EXECUTIVE COMMITTEE</b>	Winford Craig – <i>Chair</i> Lee Fogarty – <i>1<sup>st</sup> Vice Chair</i> Mariana Padias - <i>2<sup>nd</sup> Vice Chair</i> Gwendolyn Young - <i>Treasurer</i> Helen Gerhardt - <i>Secretary</i>
<b>COMMUNITY RELATIONS</b>	Curtis Smith Eric Horwith Gabriel McMorland Lynette Drawn-Williamson Mariana Padias Robert Samuel
<b>FINANCE</b>	Gwendolyn Young – <i>Chair</i> Curtis Smith Lynette Drawn-Williamson
<b>HOUSING</b>	Richard Morris – <i>Chair</i> Helen Gerhardt Lorraine Eberhardt Sharyn Henry Wasiullah Mohamed
<b>NOMINATING</b>	Eric Horwith Lynette Drawn-Williamson
<b>PERSONNEL</b>	Mariana Padias - <i>Chair</i> Gwendolyn Young Lee Fogarty Lynette Drawn-Williamson

# COMMISSION STAFF



**CARLOS TORRES**  
*DIRECTOR*



**SARAH KINTER**  
*DEPUTY DIRECTOR*



**RACHEL SALEM**  
*SECRETARY*



**CHERYL SAN MIRON**  
*ADMIN ASSISTANT*



**SHERON CLARK**  
*INVESTIGATOR II*



**LEANNE DAVIS**  
*INVESTIGATOR II*



**RICHARD ROGOW**  
*INVESTIGATOR II*



**EMILY COSTELLO**  
*INVESTIGATOR I*

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## COMMISSION ON HUMAN RELATIONS (PGHCHR)

414 Grant Street, Room 908 - Pittsburgh, PA 15219

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@PghCHR

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# SUMMARY OF REFERRALS

In 2017 the PghCHR received a total of 253 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 Commission’s reach, during inquiries from the public PghCHR staff asked where or how the person found out about us, and our services. This feedback helps the Commission think about where to prioritize its limited resources, and in which areas to increase its outreach efforts.

Despite staff’s best efforts, we were not always able to collect the desired referral source information. As a result, ninety-nine (99) of the inquiries received were not attributed to a particular source, and in the data were labeled as “unknown/blank”. Internal procedures were put in place to mitigate this from happening in the future. The number one documented referral source was service providers, with fifty (50) referrals, followed by Google search with twenty-eight (28). *Figure 1* below has a breakdown of all referral sources.

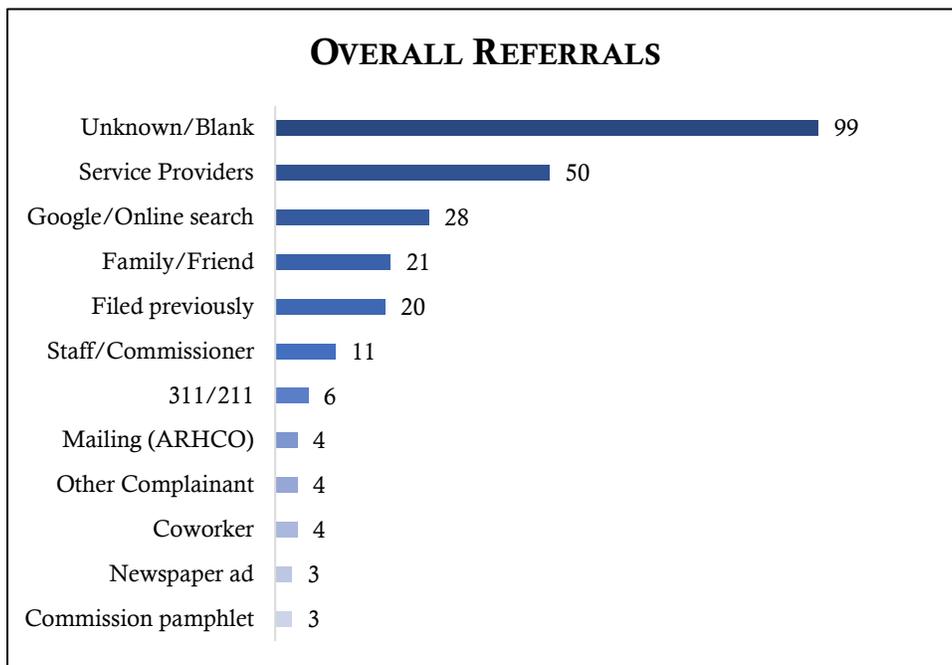


Figure 1 – 2017 Overall Referral Sources (N=253)

Not surprisingly, service providers were also the number one source of referrals for housing discrimination inquiries, with fifteen (15) referrals, followed by Google with ten (10). This indicates that the PghCHR has done an adequate job at reaching providers with our information. It may also be an indication that additional resources should be allocated to reach a broader audience.



Figure 2 – 2017 Housing Referrals (N=58)

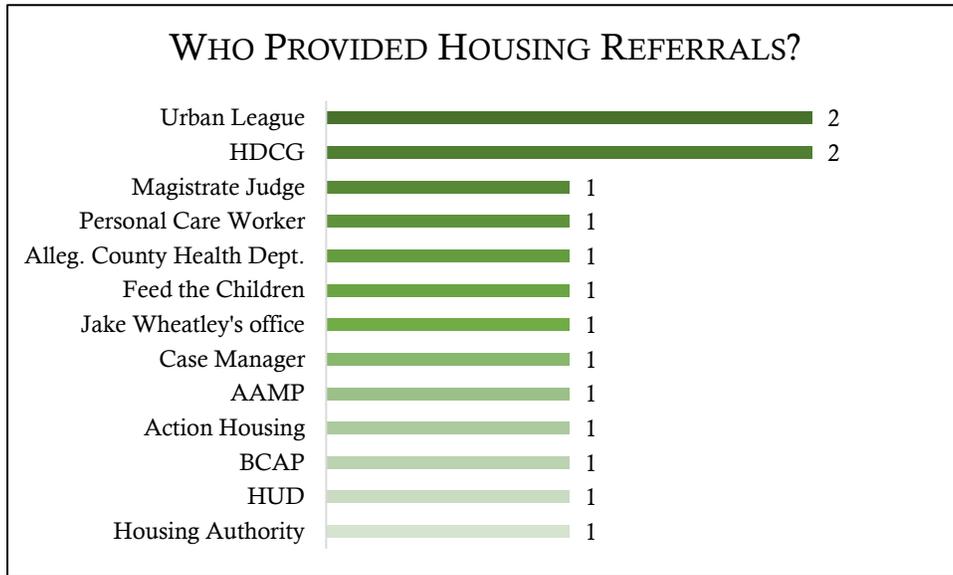


Figure 3 – Breakdown of Service Providers Who Made Housing Related Referrals to the Commission (N = 15)

For inquiries related to employment discrimination (77), service providers were the number one referral source in 2017, with twenty-seven (27) referrals. However, the one shift in referral sources for this category has Google and referral from Family/Friend (15) inquiries.



Figure 4 – 2017 Employment Referrals (N=77)

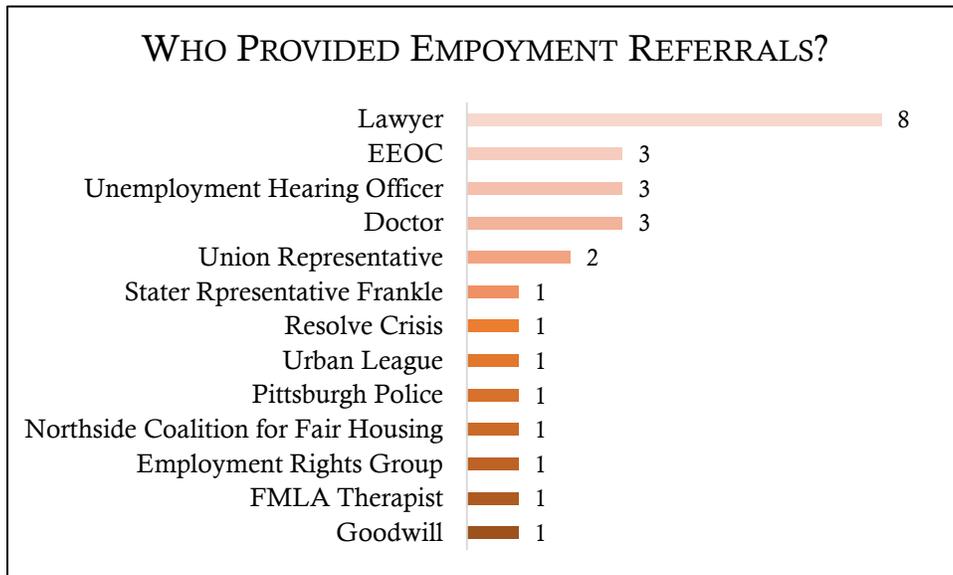


Figure 5 – Breakdown of Service Providers Who Provided Employment Related Referrals to the Commission (N = 27)

In addition to inquiries regarding housing, employment, public accommodations, and the delivery of city services, the PghCHR also received twenty (20) inquiries for matters not jurisdictional to the PghCHR. These can include issues outside the City limits, issues related to the judicial system, or not related to discrimination.

Figure 6 shows the breakdown of those referrals. Table 1 shows the list of providers who made the eight (8) referrals.

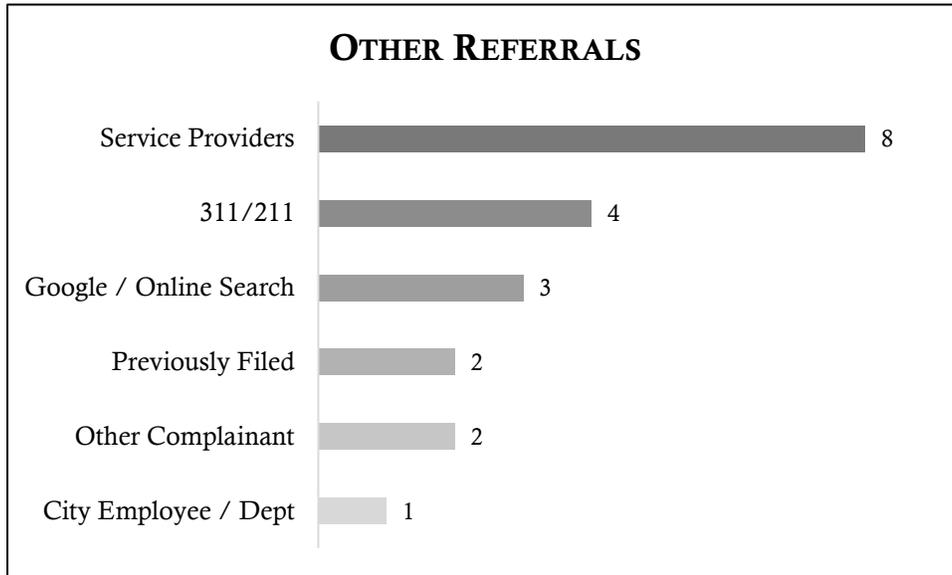


Figure 6 – Other Referrals 2017

<b>REFERRALS</b>	
<i>Allegheny County Medical Society</i>	<i>1</i>
<i>City Council</i>	<i>1</i>
<i>Courts</i>	<i>1</i>
<i>CPRB</i>	<i>1</i>
<i>Governor's Office</i>	<i>1</i>
<i>Lawyer</i>	<i>1</i>
<i>NAACP</i>	<i>1</i>
<i>PA HRC</i>	<i>1</i>

Table 1 – List of Service Providers 2017

# TOTAL CASES IN 2017

In 2017, the PghCHR received a total of 76 complaints alleging discrimination. The breakdown of the complaints is as follows; 54 complaints alleging employment discrimination, 19 housing complaints, and three (3) complaints alleging discrimination in public accommodations. Please see the *Figures 7 and 8* below.

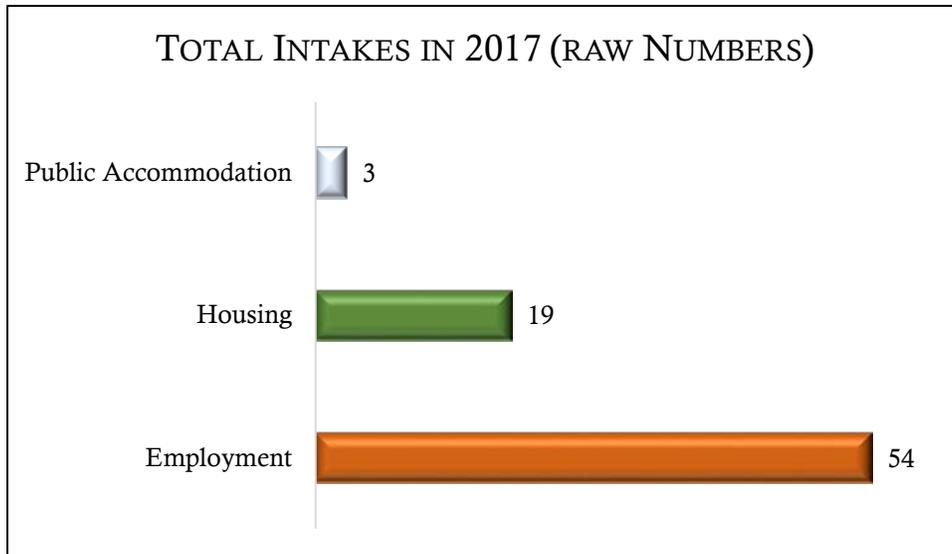


Figure 7 – Raw Number of Intakes by Category

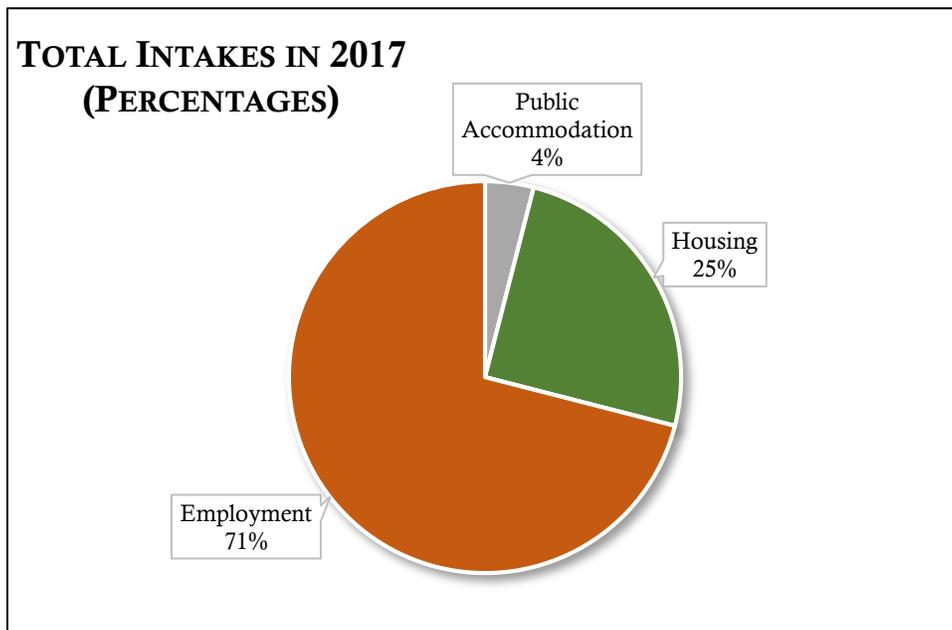


Figure 8 – Percentages of Intakes by Category

# 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.

The PghCHR follows the Federal case year, which runs July 1<sup>st</sup> through June 30<sup>th</sup>. During this period the PghCHR completed fifty-four (54) intakes alleging employment discrimination. During FY2016-2017 the PghCHR did not receive any complaints alleging discrimination based on *Color, Ancestry or Place of Birth.*

In 2017, the most common type of employment discrimination investigated by the PghCHR was based on Race (22 cases, 41%), followed by Handicap/Disability (15 cases, 28%), Retaliation (13 cases, 24%), Sex (12 cases, 22%), Age (12 cases,

22%), Gender Identity/Expression, Sexual Orientation, and National Origin each had two (2 cases, 4%), and finally we received one (1, 2%) complaint based on Religion. It is worth noting that some individuals filed complaints of employment discrimination with multiple bases. Please see *Figures 9 and 10* below.

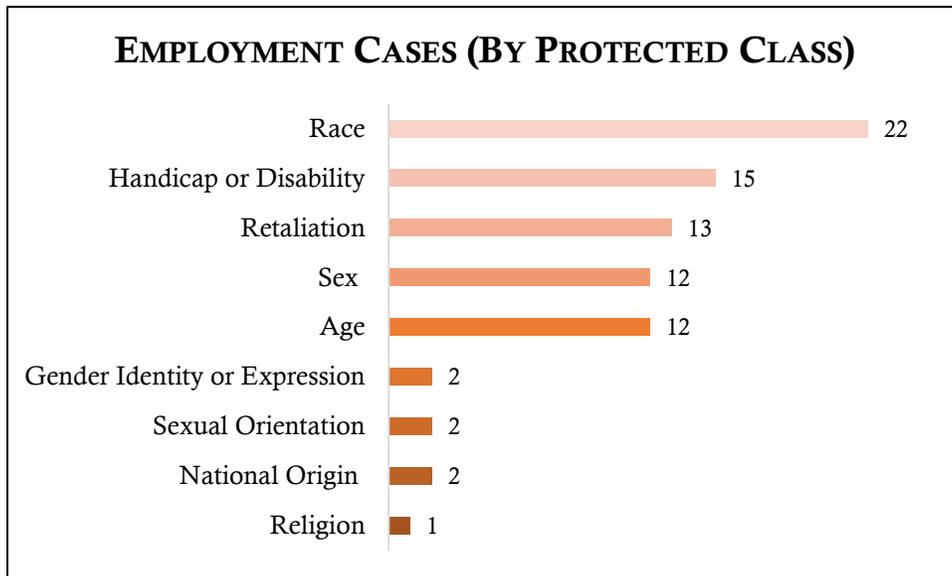


Figure 9 – Number of Employment Intakes by Protected Class (N = 58)

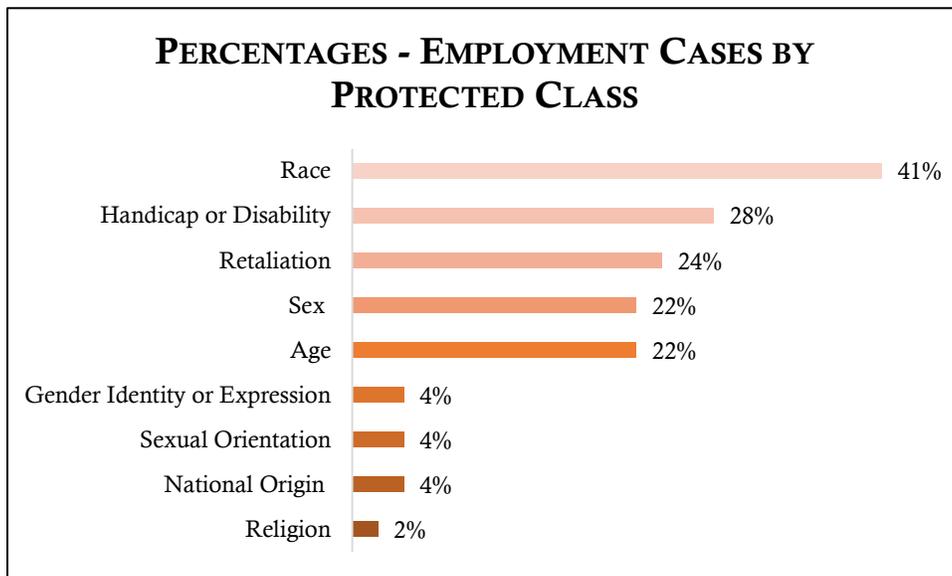
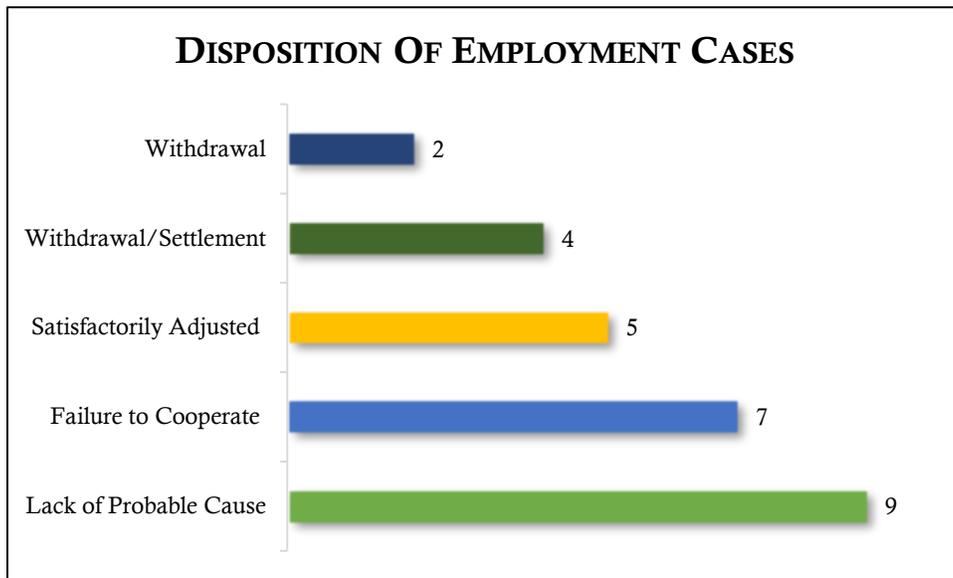


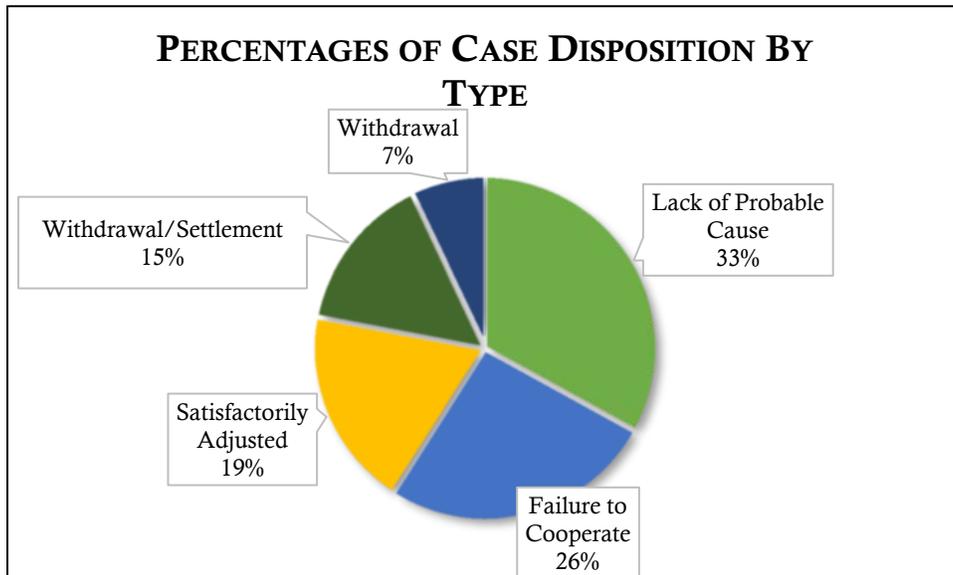
Figure 10 – Percentages of Employment Intakes by Protected Class (N = 58)

During the Fiscal Year the PghCHR completed twenty-seven (27) employment investigations. Nine (9, 33%) cases closed with a determination of Lack of Probable Cause [LPC], while seven (7, 26%), were closed because the complainant

Failed to Cooperate [FTC] with the investigation. See *Figure 11* below for a breakdown of case closures by type, and *Figure 12* for the percentages.



*Figure 11 – Disposition of Employment Cases (N = 27)*



*Figure 12 – Percentages of Employment Case Disposition by Type (N = 27)*

# HOUSING INVESTIGATIONS



**EQUAL HOUSING  
OPPORTUNITY**

**FEDERAL LAW:** The Fair Housing Act of 1968, protects individuals in all the states, Puerto Rico and any of the US 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.

The PghCHR follows the federal case year, which runs July 1<sup>st</sup> through June 30<sup>th</sup>. During Fiscal Year 2016-2017, the Commission completed a total of nineteen (19) housing intakes. The most common basis for filing a complaint of housing discrimination with the PghCHR in 2017 was due to Handicap/Disability (11 cases, 58%), followed by Race (4 cases, 21%). The Commission did not receive any housing discrimination complaints based on *Ancestry, Gender Identity/Expression, or Status as a Survivor of Domestic Violence*.

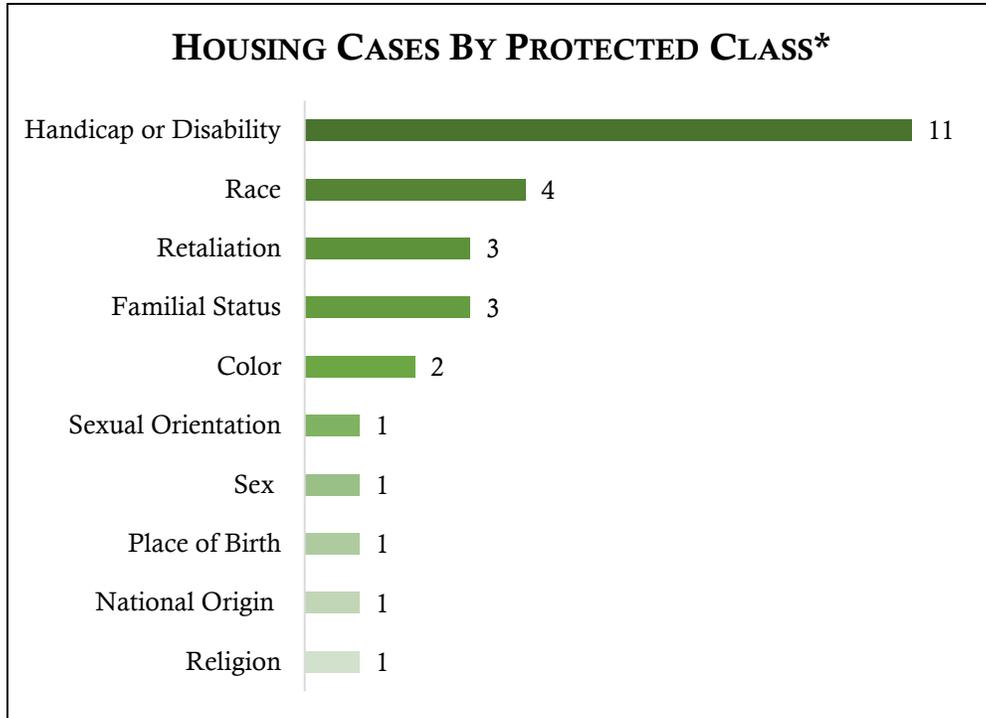


Figure 11 – Housing Intakes by Protected Class (N = 19)

\*Some complaints were filed with more than one allegation of discrimination due to membership in a protected class.

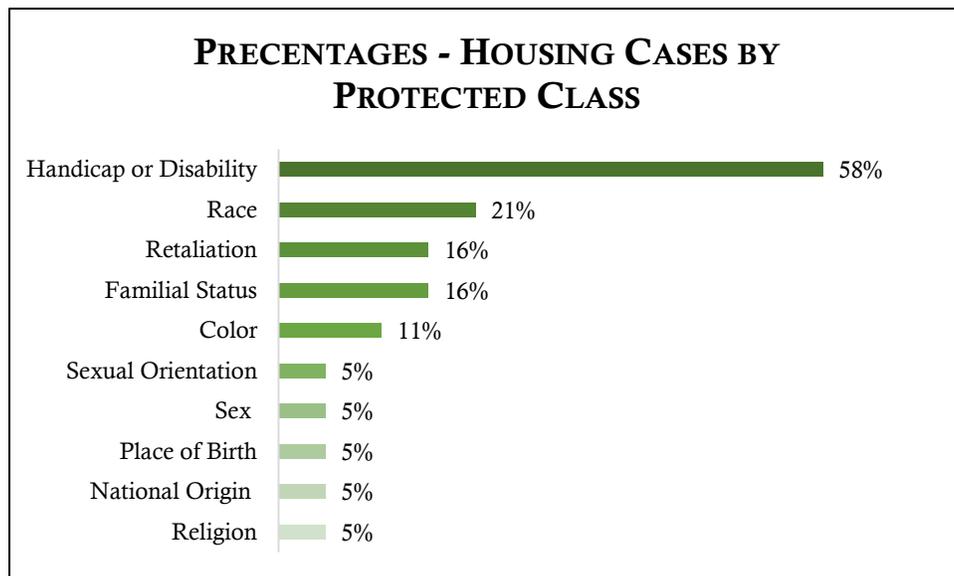


Figure 12 – Percentages Housing Intakes by Protected Class (N = 19)

During the Fiscal Year the PghCHR completed fifteen (15) housing investigations. Five (5, 33%) cases closed with a determination of Lack of Probable Cause [LPC], while three (3, 20%), were withdrawn by the Complainant and another three (3,

20%) were Satisfactorily Adjusted. See *Figure 13* below for a breakdown of case closures by type, and *Figure 14* for the percentages.

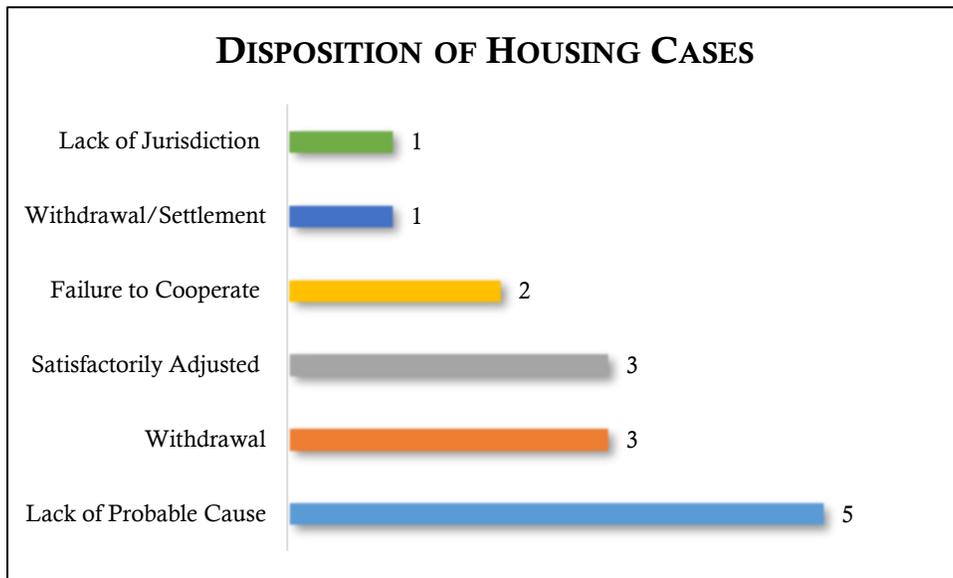


Figure 13 – Disposition of Housing Cases (N = 15)

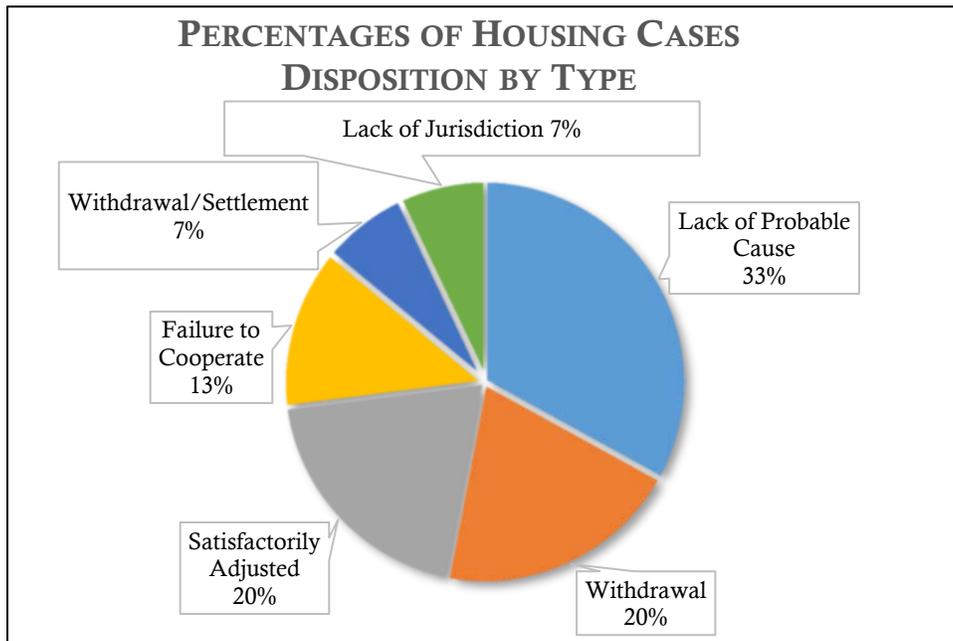


Figure 14 – Percentages of Housing Cases by Disposition Type (N = 15)

# OUTREACH & EDUCATION



<p><b>JANUARY</b></p>	<ul style="list-style-type: none"> <li>• Help or High Water Volunteer Fair</li> <li>• Summit Against Racism</li> <li>• Immigrants and Internationals Advisory Council</li> </ul>
<p><b>FEBRUARY</b></p>	<ul style="list-style-type: none"> <li>• Center for Race and Social Problems</li> <li>• ADA Task Force</li> </ul>
<p><b>MARCH</b></p>	<ul style="list-style-type: none"> <li>• <i>Panel Discussion</i> - Center for Russian and East European Studies at University of Pittsburgh</li> <li>• <i>Know Your Rights</i> - Latino Family Center - Hazelwood</li> <li>• <i>Know Your Rights</i> – Beechview</li> <li>• Civil Rights &amp; Social Justice - Allegheny County Bar Foundation and the Abolitionist Law Center</li> <li>• <i>Presentation</i>, Hill District Tennant’s Council</li> <li>• <i>Presentation</i>, Civic Leadership Academy</li> </ul>
<p><b>APRIL</b></p>	<ul style="list-style-type: none"> <li>• <i>Presentation</i> – CDBG, Homewood Library</li> <li>• Multiservice Area Meeting</li> <li>• <i>Presentation</i> - Peace Island Institute</li> <li>• <i>Presentation</i>, Hill District Consensus Group</li> <li>• <i>Screening</i> - America Divided, Fair Housing Month</li> <li>• Mediation Training, Part I</li> </ul>
<p><b>MAY</b></p>	<ul style="list-style-type: none"> <li>• Refugee &amp; Immigrant Health Fair - American Red Cross</li> <li>• CommUNITY: The Power of People in Action</li> <li>• Event, Peace Island Institute</li> <li>• Mediation Training, part II</li> </ul>
<p><b>JUNE</b></p>	<ul style="list-style-type: none"> <li>• Pittsburgh’s PrideFest</li> <li>• World Refugee Day</li> <li>• <i>Public Hearing</i> - Religious &amp; Ethnic Intimidation: Policies &amp; Their Impacts</li> </ul>
<p><b>JULY</b></p>	<ul style="list-style-type: none"> <li>• Pittsburgh Black Pride Health Fair</li> <li>• Protect Your Rights Listening Session – Police Zone 1</li> </ul>
<p><b>AUGUST</b></p>	<ul style="list-style-type: none"> <li>• Presentation – Fair Housing, Urban League of Greater Pittsburgh</li> <li>• Protect Your Rights Listening Session – Zone 2</li> </ul>

	<ul style="list-style-type: none"> <li>• Homewood Tenants Council Meeting</li> </ul>
<b>SEPTEMBER</b>	<ul style="list-style-type: none"> <li>• <i>Presentation</i>, Civic Leadership Academy</li> <li>• Protect Your Rights Listening Session – Zone 3</li> <li>• Girls Rock Science at the Carnegie Science Center</li> </ul>
<b>OCTOBER</b>	<ul style="list-style-type: none"> <li>• Police Zone 3 Refugee Public Safety meeting</li> </ul>
<b>NOVEMBER</b>	<ul style="list-style-type: none"> <li>• Annual Thanksgiving Distribution</li> <li>• <i>Presentation</i>, University of Pittsburgh Social Work Graduate Class</li> </ul>
<b>DECEMBER</b>	<ul style="list-style-type: none"> <li>• <i>Press Conference</i> - International Human Rights Day</li> </ul>



AFFH Task Force Annual Meeting - April 2017



Ethnic & Religious Intimidation Public Hearing, June 30<sup>th</sup>



PrideFest - Downtown July 2017



Girls That Rock Event October 2017



Urban League Thanksgiving Distribution - November 2017



International Human Rights Day December 2017

# 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 States 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, against unfair treatment in employment, housing or public accommodation, but Allegheny County and the City of Pittsburgh do
- ✓ 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
- ✓ “X” indicates protection under that specific law for members of that protected class

## CIVIL RIGHTS PROTECTIONS

PROTECTED CLASSES	FEDERAL LAW		PENNSYLVANIA LAW		ALLEGHENY COUNTY		CITY OF PITTSBURGH	
	180 days to file a claim	One year	180 days to file a complaint		180 days to file a complaint		365 days to file a complaint	
	Employment	Housing	Employment	Housing	Employment	Housing	Employment	Housing
Age (over 40)	X	N/A	X	X	X	X	X	N/A
Ancestry			X	X	X	X	X	X
Color	X	X	X	X	X	X	X	X
Disability/Handicap	X	X	X	X	X	X	X	X
Familial status	N/A	X	N/A	X	N/A	X	N/A	X
Gender expression/identity	Not explicitly	Not explicitly			X	X	X	X
Genetic Information	X							
Marital Status						X		
National Origin	X	X		X	X	X	X	X
Place of birth					X	X	X	X
Pregnancy				X				
Race	X	X	X	X	X	X	X	X
Religion	X	X	X	X	X	X	X	X
Sex	X	X	X	X	X	X	X	X
Sexual orientation	Not explicitly	Not explicitly			X	X	X	X
Status as a survivor of domestic violence	N/A		N/A		N/A		N/A	X
Use of a support animal	X	X	X	X	X	X	X	X

## *From the Director's Desk*

April 2018

Greetings,

What a year for civil rights! It started with the inauguration of a new President, and shortly thereafter our work intensified. As you read in the preceding pages, rather than getting discouraged by divisive and xenophobic rhetoric, we went to work. We focused on our strengths, and the strengths of others in order to get closer to our mission of *eliminating unfair treatment in our city*.

This year we hired new staff, new Commissioners were appointed, and more organizations joined the AFFH Task Force. We also educated the public about civil rights, held a public hearing, rebranded and completed the first-ever human rights assessment. All of this was in addition to investigating complaints of discrimination.

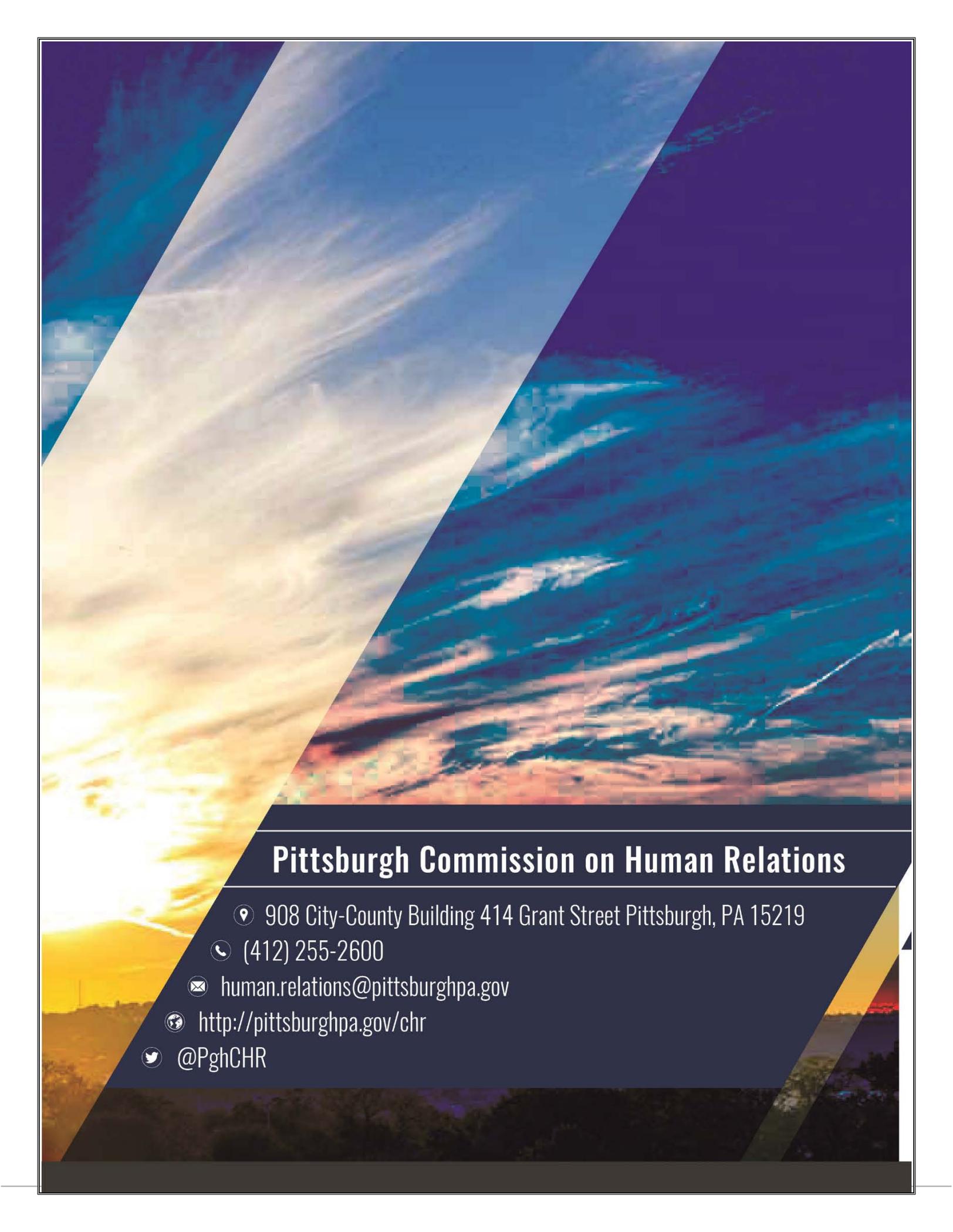
One of the proudest moments of the year was our effort to mobilize our counterparts throughout the country to hold June 1<sup>st</sup> as a Day of Action. A day in which all of us, united, in one voice, firmly and unequivocally pronounced “*We are here, and we will continue to protect the civil/human rights of every person!*” It was a day that I will never forget.

2017 demanded more of us, and we met and exceeded the challenge. I am extremely proud of the work that Commission staff and Commissioners achieved. It is my expectation that 2018 will present opportunities to surpass last year’s accomplishments.

In solidarity,



Carlos Torres, MPA  
*Director*



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