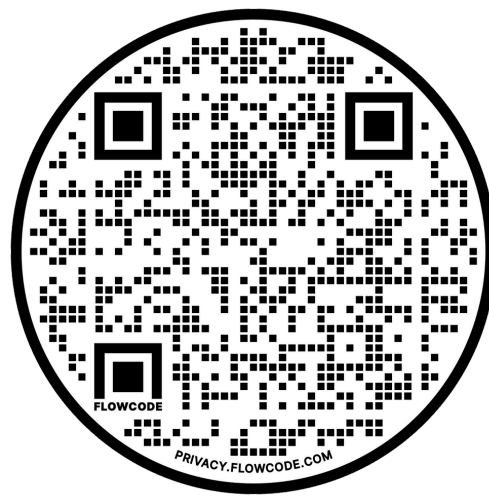


PROTECTED CLASSES



Discrimination is Against the Law!

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 investigates instances of discrimination and seeks resolutions for anyone who has experienced harm because of discrimination. We work with communities, and public and private organizations, to proactively educate people about equal rights and opportunities. These are the **protected classes** that prevent you from discrimination in **employment, housing, and public accommodations**. If you experienced discrimination within the City of Pittsburgh in the past 365 days, contact our office!

- Ancestry
- Citizenship Status
- Color
- Disability/Handicap
- Familial Status
- Gender Identity/Expression
- Protective and Cultural Hair Textures/Styles and Head Coverings

- National Origin
- Place of Birth
- Preferred Language
- Race
- Religion
- Sex
- Sexual Orientation
- Status as a Survivor of Domestic Violence

Housing



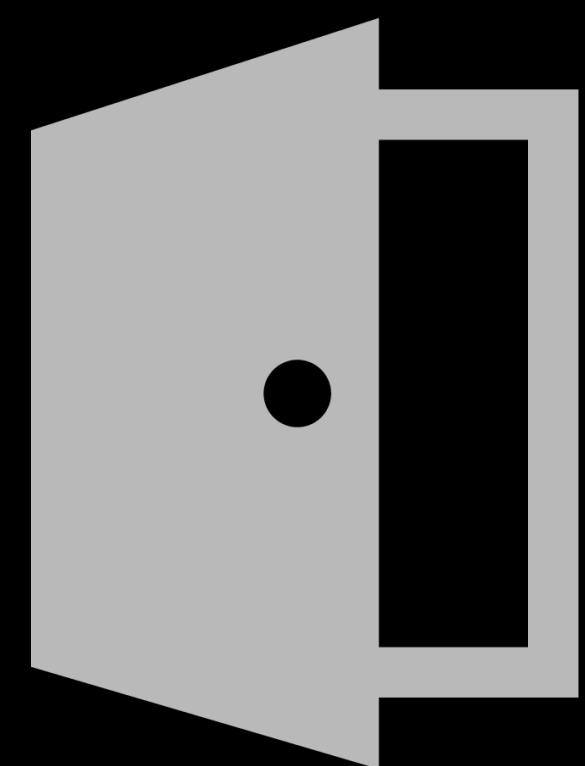
Employment



- Age (over 40)
- Ancestry
- Color
- Disability/Handicap
- Gender Identity/Expression
- Protective and Cultural Hair Textures/Styles and Head Coverings
- National Origin
- Pregnancy (includes partners of pregnant employees)
- Place of Birth
- Race
- Religion
- Sex
- Sexual Orientation
- Status as a Survivor of Domestic Violence

Public Accommodations

- Ancestry
- Citizenship Status
- Color
- Disability/Handicap
- Gender Identity/Expression
- Protective and Cultural Hair Textures/Styles and Head Coverings
- National Origin
- Place of Birth
- Preferred Language
- Race
- Religion
- Sex
- Sexual Orientation



PghCHR Complaint Process

CHAPTERS 655.04 – 655.07, Pittsburgh City Code Ordinances

Person who believes he/she has been discriminated against files a complaint with the PghCHR

- Complaint is docketed by PghCHR
- Complaint is served on Respondent

PghCHR Gathers Information

- PghCHR provides Respondent with deadline to provide an answer to the Complaint
- PghCHR gathers evidence

PghCHR Assigns an Investigator to the Case

- PghCHR conducts interview
- PghCHR gathers evidence as needed
- PghCHR holds fact-finding conference
- Investigator submits a case summary with recommended finding

Investigator Presents Case Summary and Recommended Findings to Compliance Review Section

Probable Cause for Discrimination Has Been Found

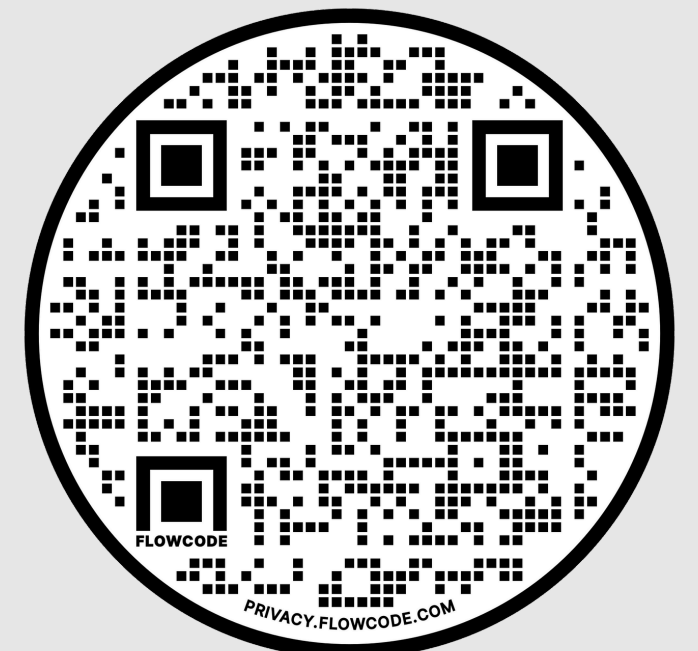
- Conciliation between parties and PghCHR to resolve public interest through a private meeting

Case is Closed

Possible Outcomes:

- Case has been determined to have been satisfactorily adjusted already
- Complaint is withdrawn (with or without settlement)
- Complainant can't be located
- Complainant fails to cooperate
- PghCHR determines that the case is outside of their jurisdiction
- Investigation finds lack of probable cause of discrimination

More Investigation is Needed



Conciliation is Successful

- Parties reach a conciliation agreement
- Case is closed

Conciliation is Unsuccessful and a Public Hearing is Initiated

- Pre-hearing conference takes place
- Public Hearing Panel hears evidence
- Panel reaches a conclusion and submits finding to the Public Hearing Section

Panel Rules In Favor of the Complainant

- Legal order issued
- Discriminatory act is remedied

Panel Rules In Favor of the Respondent

- Complaint is dismissed

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(412) 255-2600 / (412) 255-2288
www.pittsburghpa.gov/chr
human.relations@pittsburghpa.gov



**Pittsburgh Commission
On Human Relations**

Serving Fairness Together