



C.R.O.W.N. PROTECTIONS



C.R.O.W.N. – Creating a **R**espectful and **O**pen **W**orld for **N**atural **H**air

Protected Class

The Pennsylvania Human Relations Commission (PHRC) is empowered to investigate complaints of discrimination on the basis of race, which includes:

- traits associated with race, including hair texture and protective hairstyles.

Under the Pennsylvania Human Relations Act (PHRA), protections are available in employment, housing, commercial property, public accommodations and educational institutions.

Under the Pennsylvania Fair Educational Opportunities Act (PFEOA), protections are available for most post-secondary schools. Coverage may otherwise be available under the PHRA, except those schools that are fully private.

What do I do if I believe that I have been discriminated against?

- If you believe that you have experienced illegal discrimination, file a complaint or report a bias incident with the PHRC.
- A **dedicated, neutral PHRC investigator** will walk you through the process and help prepare your complaint.
- **You will not incur any attorney fees during the PHRC's investigatory process**, although you have the right to obtain private legal counsel if you choose.
- Complaints of discrimination **must be filed with the PHRC within 180 days** of the alleged act of harm.
- Pennsylvania law also protects you from retaliation. This means taking certain actions against you for filing a complaint opposing unlawful activity, or helping with an investigation against the law.

Examples of Hair Discrimination

- Firing a person because of their hairstyle.
- Creating company policies requiring employees to alter their hair outside of safety codes.
- Creating school policies restricting how students can wear or treat their hair.
- Retaliation for filing a complaint or opposing unlawful behavior.

Learn more about the PHRC at www.pa.gov/en/agencies/PHRC

To file a complaint, call 717-787-4410 (717-787-7279 TTY)

or contact the regional office nearest you:

Harrisburg
333 Market Street, 8th Floor
Harrisburg, PA 17101
717-787-9780 | 717-787-7279 (TTY)

Philadelphia
110 N. 8th Street, Suite 501
Philadelphia, Pa 19107
215-560-2496 | 215-560-3599 (TTY)

Pittsburgh
301 5th Avenue, Suite 390, Piatt Place
Pittsburgh, PA 15222
412-545-5395 | 412-565-5711 (TTY)