



LGBTQ+ PROTECTIONS

Protected Class

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

- Pregnancy Status
- Childbirth Status
- Breastfeeding Status
- Sex Assigned at Birth
- Gender Identity or Expression
- Affectional or Sexual Orientation
- Differences in Sex Development

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

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

Examples of Sex-Based Discrimination

- Refusing to rent a property to someone because of their sexual orientation or gender identity.
- Firing a person because they are pregnant.
- Creating school policies that could provide different treatment for students based on their sex.
- Denying someone an accommodation for the use of a guide/service animal.
- Retaliation for filing a complaint or opposing unlawful behavior.

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 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 is against the law.

To file a complaint, visit www.pa.gov/PHRC, call 717-787-4410 (717-787-7279 TTY), or contact the regional office nearest you:

Harrisburg

555 Walnut Street, Suite 808
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)



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