



# EDUCATION PROTECTIONS

## YOU HAVE THE RIGHT TO AN EDUCATION FREE FROM ILLEGAL DISCRIMINATION

### PROTECTED CLASSES



Under the Pennsylvania Human Relations Act (PHRA), it is illegal to discriminate in educational settings on the basis of:

- race (including protective hairstyles)
- color
- ancestry
- national origin
- sex (including pregnancy status, gender identity, sexual orientation, etc.)
- religious creed
- disability
- the use, handling, or training of guide or service animal

The Pennsylvania Fair Educational Opportunities Act (PFEOA) provides these protections in postsecondary education and secondary vocational and trade schools.

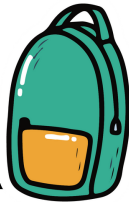
### EXAMPLES OF EDUCATION DISCRIMINATION



- A teacher disciplines or grades students differently based on their race, sex, religious creed, disability, or other protected class.
- Students are denied admission, or opportunities, such as scholarships or extracurricular activities, because of their race, sex, religious creed, disability or other protected class.
- A student cannot physically access a facility because of barriers or a lack of ramps or elevators.
- A school refuses to make reasonable accommodations for a student's disability or religion.
- Classmates harass or bully a peer because of their race, sex, religious creed, disability, or other protected class and the school district does not address these behaviors.
- A teacher requests sexual favors in return for grades or repeatedly makes sexual comments to a student.
- A classmate repeatedly makes sexual comments or gestures or subjects a peer to sexually offensive images and the school does not address these behaviors.

### EDUCATION DISCRIMINATION CAN BE:

- The actions of a student, teacher, administrator, third party contractor, or other school employee.
- A school's policy or the way the policy is applied.
- A school's policy or procedure that negatively affects a particular group.



### WHAT DO I DO IF I EXPERIENCE DISCRIMINATION?

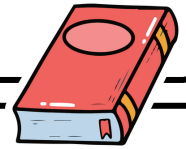
- File a complaint with the PHRC, you have 180 days to file from when the alleged discrimination happened or when you turn 18.
- Save any evidence that you may have (text messages, pictures, etc.)

### EDUCATION OUTREACH

The PHRC offers free trainings and outreach programs for communities and schools including:

- Bullying and Harassment Prevention
- Cross-cultural Communication
- Sexual Harassment Prevention
- Diversity, Equity, Inclusion, & Belonging (DEIB)
- Unconscious Bias

Trainings are tailored to the specific needs of your organization or community.



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)