



# 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 (PFEOA), 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.

Learn more about the PHRC at [www.pa.gov/en/agencies/PHRC](http://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)



Follow us:

