



RELIGIOUS CREED

PROTECTIONS

Protected Class

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

- all aspects of religious observance and practice, as well as belief.

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

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 distinctly private.

Examples of Religious Discrimination

- School/employer refusing to make reasonable accommodations for an individual to pray.
- Creating school/company policies that negatively impact individuals primarily of a certain religion.
- Refusing to rent/sell a home or denying a loan to someone of a particular religion.
- A restaurant owner refusing to serve a customer wearing religious headwear.

What do I do if I have 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

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)



phrc@pa.gov

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

Follow us:



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