PROTECTED CLASSES IN PITTSBURGH

A protected class is a group of people sharing a common trait who are legally protected from being discriminated against on the basis of that trait.

Anyone who lives in, works in, or visits Pittsburgh has a legal right to opportunity and access to housing, employment, public accommodations, and city services, including the police.

Employment

- Race
- Color
- Religion
- Sex
- Age (over 40)
- National Origin
- Disability
- Pregnancy or childbirth
- Place of Birth
- Ancestry
- Sexual orientation
- Gender identity or expression
- Protective and cultural hair textures/styles and head coverings
- Survivors of domestic violence
- Medical marijuana patients
- Retaliation

Housing

- Race
- Color
- Religion
- Sex
- National Origin
- Disability
- Use of an assistance animal
- Familial Status
- Sexual orientation
- Place of Birth
- Ancestry
- Protective and cultural hair textures/styles and head coverings
- Gender identity or expression
- Survivors of domestic violence
- Citizenship or immigration status
- Preferred language
- Housing Status
- Retaliation

Public Accommodations

- Race
- Color
- Religion
- Ancestry
- National Origin
- Place of Birth
- Sex
- Sexual orientation
- Handicap or disability
- Use/training of a service animal
- Protective and cultural hair textures/styles and head coverings
- Gender identity or expression
- Citizenship or immigration status
- Preferred language
- Retaliation

City Services

- Race
- Color
- Religion
- Ancestry
- National Origin
- Place of Birth
- Sex
- Sexual orientation
- Handicap or disability
- Use/training of a service animal
- Protective and cultural hair textures/styles
- Survivors of domestic violence
- Gender identity or expression
- Citizenship or immigration status
- Preferred language
- Pregnancy

Pittsburgh Commission on Human Relations

Education · Collaboration · Enforcement

PghCHR investigates instances of discrimination and seeks resolutions for anyone who has experienced its harm. We work with communities and organizations to proactively educate people about equal rights and opportunities.

To request translated materials, please contact us by phone at 412-255-2600 or by email at human.relations@pittsburghpa.gov.

PghCHR Complaint Process

CHAPTERS 655.04 – 655.07, Pittsburgh City Code Ordinances

Person who believes he/she has been discriminated against files a complaint with the PghCHR

- Complaint is docketed by PghCHR
- Complaint is served on Respondent

PghCHR Gathers Information

- PghCHR provides Respondent with deadline to provide an answer to the Complaint
- PghCHR gathers evidence

PghCHR Assigns an Investigator to the Case

- PghCHR conducts interview
- PghCHR gathers evidence as needed
- PghCHR holds fact-finding conference
- Investigator submits a case summary with recommended finding

Investigator Presents Case Summary and Recommended Findings to Compliance Review Section

Probable Cause for Discrimination Has Been Found

- Conciliation between parties and PghCHR to resolve public interest through a private meeting

Case is Closed

Possible Outcomes:

- Case has been determined to have been satisfactorily adjusted already
- Complaint is withdrawn (with or without settlement)
- Complainant can't be located
- Complainant fails to cooperate
- PghCHR determines that the case is outside of their jurisdiction
- Investigation finds lack of probable cause of discrimination

More Investigation is Needed

Conciliation is Successful

- Parties reach a conciliation agreement
- Case is closed

Conciliation is Unsuccessful and a Public Hearing is Initiated

- Pre-hearing conference takes place
- Public Hearing Panel hears evidence
- Panel reaches a conclusion and submits finding to the Public Hearing Section

Panel Rules In Favor of the Complainant

- Legal order issued
- Discriminatory act is remedied

Panel Rules In Favor of the Respondent

- Complaint is dismissed

Pittsburgh Commission On Human Relations