



Pittsburgh Commission On Human Relations

Education · Collaboration · Enforcement

FAIR EMPLOYMENT PRACTICES

PROTECTED CLASS: SURVIVOR OF DOMESTIC VIOLENCE

QUESTIONS ON EMPLOYMENT PRACTICES OR FILING COMPLAINTS

If you have questions about your rights in employment or if you may have experienced discrimination in employment in Pittsburgh, please call, email, or message us using one of the methods below.

CONTACT US



414 Grant St,
Suite 908
Pittsburgh, PA 15219



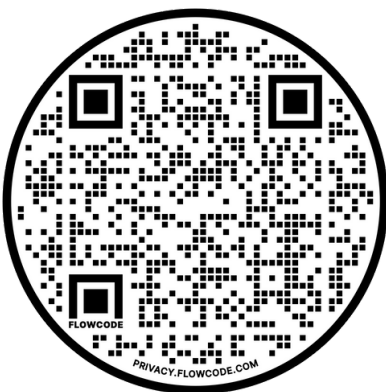
human.relations@pittsburghpa.gov



412-255-2600



pittsburghpa.gov/chr/



PITTSBURGH CITY CODE § 659.02 - UNLAWFUL EMPLOYMENT PRACTICES

Treating an employee less favorably than others because of a person's status as a survivor of domestic violence is discrimination in violation of City Code. This remains true if status as a survivor of domestic violence is even part of the reason or motivation for the less favorable treatment of (or "adverse action" against) the employee. These prohibitions apply equally to applicants for employment or membership.

Workplace policies that appear neutral (also called "facially neutral policies") will also likely violate the City's Act if they are discriminatorily applied or selectively enforced.

Examples of seemingly neutral policies could be:

1. Prohibitions on flexible work schedules. These can have a disparate impact insofar as they penalize survivors who need flexibility to address, escape, and recover from abuse at home.
2. Disciplining employees for disturbances caused by others. For example, terminating an employee because their abuser showed up at the employee's workplace and intimidated others.

Best practices for employers to prevent discrimination against survivors of domestic violence include taking time to understand how domestic violence impacts their employees and liabilities as an employer and draft policies for how to provide support to employees who are survivors of domestic violence. Employers should also generally be amenable to granting reasonable accommodations requests (such as modifying the layout of a workspace, adjusting work schedules, or allowing for leave for survivors of domestic violence). Unless the employer can demonstrate that the accommodation would impose an undue hardship on the financial or administrative operation of the employer, the accommodation should be granted.



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NON - COMPREHENSIVE LIST OF BEST PRACTICES FOR EMPLOYERS IN REGARDS TO SURVIVORS OF DOMESTIC VIOLENCE

DO end restrictions for employees and applicants on status as a survivor of domestic violence wherever possible.

DO develop and distribute written Domestic Violence policies.

DO inform employees of their ability to request reasonable accommodations.

DO engage in an interactive process with individuals who request reasonable accommodations.

DO train managers and human resources personnel on anti-discrimination laws and related company policies.

DO recognize that domestic violence impacts everyone, not only the survivor or abuser.

DO apply policies equally to all employees, contractors, and applicants.

DO utilize the Pittsburgh Commission on Human Relations for policy review before enacting related policies.

DO NOT refuse to hire any person because of their status as a survivor of domestic violence.

DO NOT discriminate against anyone in terms, conditions or privileges (such as compensation, promotion or discharge) because of this status.

DO NOT have a policy of denying or limiting, employment or membership opportunities because of this.

DO NOT deny someone participation in a guidance program, an apprenticeship training program, an on-the-job training program or any other occupational training program because of their status as a survivor of domestic violence.

DO NOT require any applicant to provide information about their status as a survivor of domestic violence.

DO NOT advertise employment or membership in a way that indicates a preference against a person's status as a survivor of domestic violence.

DO NOT fail or refuse to classify or refer a person for employment due to this protected class.

DO NOT confine or limit recruitment or hiring of employees, with intent to circumvent the spirit and purpose of the City Act.

DO NOT discriminate against anyone in ways that would deprive or limit their employment opportunities.

Additional resources:

STANDING FIRM is an expert in addressing partner violence as a workplace and workforce issue. They do so by making employers aware of the vital role they play in addressing partner violence in their organization. Employers can join at either the free basic membership or premier membership levels. STANDING FIRM provides employers with the tools, resources and education they need to take effective organizational action.

STANDING FIRM Contact information:

Telephone: [412-894-4568](tel:412-894-4568)

Email: contacts@standing-firm.org

Web: <https://www.standing-firm.org/>