

How the AHRC Can Help:

Ordinance #2029 establishes a list of “protected classes.” If you live or work in the Township of Abington and feel you have been discriminated against based on being a part of any protected class, you can request mediation by the Abington HRC.

Abington Ordinance #2029
<http://www.abington.org>

Mediation:

Mediation is a process in which a neutral third party acts as a facilitator to get people on both sides of a dispute talking. The goal is to come to a resolution that satisfies both parties. The wronged party retains the right to go to court, but our hope is that, through this process, we can help Abington Township citizens learn to live together.

In order to **initiate the process**, you can contact the Township’s Human Relations Commission by calling 267-518-8049 or sending an email to abingtontownshiphrc@gmail.com. A member of the Human Relations Commission will contact you to discuss your concern with you, determine whether you are a member of a protected class, and send you a complaint form.

Examples of Discrimination

- * I worked for the same company for 4 years and received outstanding reviews. Shortly after my boss learned that I’m gay, I began receiving disciplinary warnings for things others frequently do and for which no one is ever disciplined. After a month, I was fired.
- * My husband and I are African-American. We went to see an apartment that was advertised for rent. The landlord seemed uncomfortable and tried to rush us out. When we said we wanted to rent the apartment, he said he doesn’t rent to “you people.”

The Abington Township Human Relations Commission

Abington Township prohibits discrimination in housing, commercial property, employment, and public accommodations on the basis of actual or perceived race, color, religious creed, ancestry, sex, national origin, handicap or disability, use of guide or support animals because of the blindness, deafness or physical handicap of the user or because the user is a handler or trainer of support or guide animals, or because of an individual’s actual or perceived sexual orientation, gender identity or gender expression.

About Us:

The Abington Township Human Relations Commission (AHRC) was established in 2012 to ensure that all who work, live or visit Abington are protected from unlawful discrimination.

AHRC is comprised of 5 people appointed by the Township’s Board of Commissioners. It is non-partisan and provides all of its services free of charge. The AHRC also offers programs to Township organizations and businesses to explain the Ordinance and offer suggestions that can assist in avoiding problems and making our Township a better place to live and work. We are here to help you.

Contact us through:

abingtontownshiphrc@gmail.com

267-518-8049

Citizens’ Legal Rights in The Township of Abington

*A Guide for Township Citizens
Presented by*



The Abington Township Human Relations Commission

Mission Statement:

In order to protect the rights of all community members, the Abington Township Human Relations Commission (AHRC) will promote the provisions of Abington Ordinance #2029, which prohibits discrimination in housing, employment, and public accommodations. Abington Township and the AHRC recognize the inherent dignity and worth of all people. Therefore, the AHRC strives to ensure, through education, mediation, and community outreach, that all members of the community enjoy equality and equal protection under the law.

Know Your Rights

Employment:

The opportunity for a person to obtain employment for which the person is qualified is protected. Employers with more than four employees cannot discriminate on the basis of actual or perceived membership of a person in one of the protected classes in the terms, condition, and privileges of employment. This includes hiring, promotion, referrals for work, firing, and other employment actions. In addition, employers have a duty to address on the job harassment of an employee because of that employee's membership in a protected class. Note that most religious, fraternal, educational, and charitable organizations are exempt from complying with the employment discrimination requirements of the Abington Township ordinance.

Public Accommodation:

The opportunity for a person to access food, beverages, lodging, resort or amusement that is open to the general public is protected. It is illegal for places of public accommodation to deny anyone the full enjoyment of the establishment's goods, services, or facilities on the basis of actual or perceived membership in one of the protected classes. Places of public accommodation include, among others, stores and restaurants. Government agencies are also included. It does not include accommodations that are strictly private.

Commercial Property or Housing:

The opportunity for a person to buy or rent any commercial or residential property for which the person qualifies is protected. It is illegal to discriminate in real estate transactions based on actual or perceived membership in one of the protected classes. The law also prohibits discrimination in a number of related practices, including lending on discriminatory terms to home purchasers.

What Should You Do?

Write it Down:

If you think you're being discriminated against, keep a written record of what happened, what was said, when and where the event took place, and witnesses.

Tell the Person About the Law:

If you feel safe doing so, let the person who is treating you unfairly know that the law in Abington Township protects you.

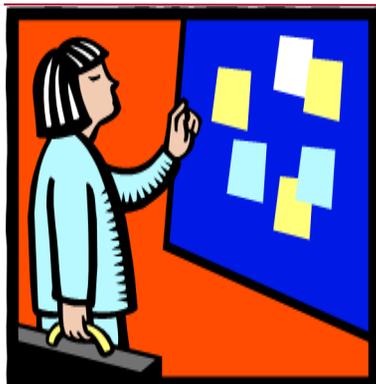
File a Complaint with the HRC:

It is illegal for anyone to retaliate against you for filing. Complaint forms and procedures may be found online at www.abington.org

File a Complaint in State Court:

You must file with the Pennsylvania HRC before you file in state court for the same matter.

Note: Perceived or actual discrimination based on sexual orientation, gender identity, and gender expression is only protected by the Abington Township Ordinance #2029, not by Pennsylvania state law.



*Abington Township
Human Relations Commission
Cares!
Call Us 267-518-8049*

