

## How the Lansdale HRC Can Help

Ordinance #2018-1917 establishes a list of "protected classes." If you live or work in or have visited the Borough of Lansdale and you feel you have been discriminated against based on being a part of any protected class, you can request mediation by the Lansdale HRC.

## Mediation

Mediation is the 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 assist both parties to come to peaceful resolutions.

In order to begin the process, please contact the Borough's Human Relations Commission by sending an email to [HumanRelations@lansdale.org](mailto:HumanRelations@lansdale.org). A member of the HRC will contact you to discuss your concerns, determine whether you are a member of a protected class and send you a complaint form.

Complaint forms are also available online at <http://lansdale.org/662/Human-Relations-Commission> and are available at Lansdale Borough Hall which is located at One Vine Street, Suite 201, Lansdale, PA 19446.

## LANSDALE BOROUGH HUMAN RELATIONS COMMISSION

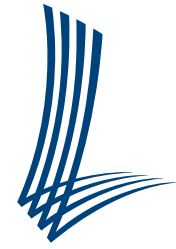
Lansdale Borough prohibits discrimination in housing, commercial property, employment and public accommodations on the basis of actual or perceived race, color, religious creed, ancestry, sex, national origin, handicap or disability, use of guide or support animals because of blindness, deafness or physical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

## About Us

The Lansdale Borough Human Relations Commission (HRC) was established in 2019 to ensure that all who work or live in Lansdale Borough, and all visitors, are protected from unlawful discrimination. The HRC is comprised of five (5) volunteer Borough residents appointed by the Borough's elected officials. It is non-partisan and provides all its services free of charge.

## Contact Us

[HumanRelations@lansdale.org](mailto:HumanRelations@lansdale.org)



LANSDALE  
LIFE IN MOTION

# Lansdale Borough Human Relations Commission

## MISSION STATEMENT

The Human Relations Commission shall work towards the elimination of discrimination and unlawful harassment of all people who work, live and have visited the Borough of Lansdale.

## WHAT IS DISCRIMINATION?

Unfair or unequal treatment of another person based upon a personal characteristic of an individual.

### Examples of Discrimination:

- I dined at an establishment recently that had 1 single stall restroom for men and 1 designated for women. When I requested the key to the Women's Room, I was told I needed to use the Men's Room because I appear to be a male to them.
- I was applying for a new job. After starting, I was asked to cut my dreadlocks if I wanted to keep the job as a classroom aide.
- I notified my Supervisor of inappropriate jokes a co-worker was making about my race. The matter was ignored and the jokes continued.

## HRC TIMELINE

- Complainant files Complaint with HRC
- Contacted by HRC member within 10 days
- Complainees notified and provided opportunity to respond within 30 days
- Remediation offered within 30 days

## WHO ARE THE PROTECTED CLASSES?

Person's Actual or Perceived Race

Skin Color

Age

Religious Creed

Ancestry

National Origin

Handicap or use of support animals or guide animals due to blindness, deafness or physical handicap of the user of handler/trainer of support or guide animals

Sex/Gender

Individual Sexual Orientation\*

Gender Identity or Gender Expression\*

\*Not protected under the Pennsylvania Human Relations Act



## WHAT SHOULD YOU DO?

**Write it down:** If you think you are or have been discriminated against, keep a written record of what happened, what was said and where the event took place along with any witnesses. Gather any related documents as well.

**Tell the Person about the Law:** If you feel safe doing so, let the person who is treating you unfairly know the law in Lansdale Borough protects you.

**File a Complaint with the HRC:** It is illegal for anyone to retaliate against you for filing. Complaint forms and procedures can be found online at [www.lansdale.org](http://www.lansdale.org).

**File a Complaint with PA HRC:** You must file with the Pennsylvania HRC before you file in state court for the same matter. Complaint forms and procedure can be found online at [www.phrc.pa.gov](http://www.phrc.pa.gov).

**File a Complaint with the State Court:** Once you have filed with the Lansdale HRC and the PA HRC, if mediation was not successful you may file your complaint with the State Court.

**File a Complaint with the EEOC:** If you think you are being discriminated against in the work space, you must file your complaint with the Equal Employment Opportunity Commission. Complaint forms and procedures can be found online at [www.eeoc.gov](http://www.eeoc.gov).