



HRC Overview Presentation

This is a presentation offered to all organizations and businesses within Whitpain Township that is designed to familiarize you, your staff, and employees with the Ordinance. Our goal is to help you avoid problems and strengthen your organization or business.

Partner with the HRC

Whitpain Township HRC is looking to partner with like-minded community groups, businesses, organizations and residents who share the mission and values of the HRC. We can customize a program, presentation or dialogue to meet your specific needs

Fostering Equality & Equal Protection Under the Law

Public Accommodation

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.

**HRC STRIVES TO ENSURE
THAT ALL MEMBERS OF THE
COMMUNITY ENJOY EQUALITY
AND EQUAL PROTECTION
UNDER THE LAW**



CONTACT US:
hrc@whitpaintownship.org

WHITPAIN TOWNSHIP

HRC

**HUMAN RELATIONS
COMMISSION**

Mission Statement

The Human Relations Commission is the key educational resource and mediation entity in Whitpain Township to promote the provisions of Ordinance #383. We help to foster equality and eradicate injustice by ensuring that every person, organization, and business has the full benefits of, and equal opportunity for employment, housing, and public accommodations.

Overview

The HRC was established in 2021 to ensure that all who work or live in Whitpain Township are protected from unlawful discrimination. It is comprised of five volunteer Township residents appointed by the Whitpain Township Board of Supervisors. The HRC is non-partisan and provides its services free-of-charge. You cannot be retaliated against for filing a complaint.

Know Your Rights

Whitpain Township prohibits discrimination in housing, commercial property, employment, and public accommodations on the basis of actual or perceived race, color, religious creed, ancestry, gender, national origin, handicap, 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, sexual orientation, gender identity or gender expression (protected classes).

Note that most religious, fraternal, educational, and charitable organizations are exempt from complying with the non-discrimination requirements of the Whitpain Township ordinance.

Commercial Property or Housing

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.

Employment

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.

WHAT SHOULD YOU DO?

1

Write it Down

If you think you're being discriminated against, keep a written record of what happened.

2

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 Whitpain Township protects you.

3

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:

<http://www.whitpaintownship.org/414/Human-Relations-Commission>



How Can the HRC Help?

- Educate our community to understand that despite our differences we are all entitled to dignity and respect
- Help diffuse tensions by facilitating open dialogue motivated by mutual respect and the desire to come to a mutually satisfying result
- Mediate disputes where necessary

Diffuse Tensions & Mediation

Ordinance #383 establishes a list of "protected classes." If you live or work in the Township of Whitpain and feel you have been discriminated against based on being a part of any protected class, you can request mediation by the Whitpain HRC.

In order to initiate the process, you can contact the Township's Human Relations Commission by sending an email to HRC@Whitpaintownship.org. A member of the Human Relations Commission will contact you to discuss your concerns, determine whether you are a member of a protected class and send you a complaint form.

Community Outreach Initiatives Facilitate Community Dialogues

We can help you host a community dialogue to help generate ideas and foster relationships across the lines that divide us. Through meaningful dialogue we can work to break the barriers that separate us. The nature of the dialogue process emphasizes listening to achieve deeper understanding and can motivate people to work towards change.