

## MISSION and HISTORY

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Haverford Township and the Haverford Township Human Relations Commission (HHRC) recognize the inherent dignity and worth of all people. We strive to ensure, through education, mediation, and community outreach, that all members of the community enjoy equality and equal protection under the law.

The Haverford Township Board of Commissioners established an anti-discrimination policy (Ordinance 2626, Chapter 183) in February of 2011. In January of 2013, the Board appointed a seven member Human Relations Commission (HHRC).

The HHRC is non-partisan and non-profit, and there is no charge for its services.



You may view the full Township Ordinance at [www.haverfordtownship.org/HRC](http://www.haverfordtownship.org/HRC).

## KNOW YOUR RIGHTS: Discrimination is Against the Law.

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Haverford Township prohibits discrimination on the basis of race, color, religious creed, ancestry, age, sex, national origin, disability, use of guide or support animals because of blindness, deafness or physical disability of the user or because the user is a handler or trainer of support or guide animals.

It also covers a person's actual or perceived sexual orientation, gender identity or gender expression, which is not explicitly protected under law at this time.

The law and the HHRC enforces these rights in the following areas:



### Employment

Employers may not discriminate in terms, conditions, or privileges of employment, including hiring, promotion, and referrals for work, dismissal, and freedom from harassment by other employees. Certain religious-based organizations are exempt from this provision.

### Public Accommodations

Establishments which solicit, accept, or are open to public patronage may not deny anyone full enjoyment of their goods, services or facilities for discriminatory reasons. Such places include restaurants, stores, schools, financial institutions, and government facilities.

### Housing

Discrimination is prohibited in real estate transactions such as the rental or purchase of residential or commercial property.

## WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION

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- 1. Keep a Record.** It is important to write your experience(s) down, to document what happened, what was said, when and where the alleged discrimination occurred, and to note any witnesses. Accuracy is very important.
- 2. Tell the person about the law.** Let your employer or other covered individual who you feel is violating the Ordinance know that the law protects you from discrimination in Haverford Township, then **document** any alleged violations of the Ordinance.

**3. Contact the Haverford Township HRC.** You have the right to file a complaint with the HHRC. The Haverford Township Ordinance complaint forms and procedures are available at [www.haverfordtownship.org/HRC](http://www.haverfordtownship.org/HRC)

**4. Statute of Limitations.** All complaints must be filed within **180 days** of the alleged discrimination.

### **RESPONDING TO A COMPLAINT**

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If you are named to respond to a complaint, you will have 30 days in which to respond in writing to the HHRC.

The HHRC will explain the process to you and will work with you and the Complainant to investigate the claims and attempt to reach a resolution through mediation if possible. If it determines that Ordinance has been violated and mediation attempts are unsuccessful, the HHRC may impose legal remedies to resolve the matter. If the HHRC does not find evidence of discrimination, the matter will be dismissed.

**IT IS ILLEGAL FOR ANYONE TO RETALIATE AGAINST YOU FOR COMPLAINING ABOUT DISCRIMINATION**



*Unlawful discrimination weakens communities. An informed and responsible citizenry is key to keeping Haverford Township strong.*

### **CONTACTS**

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**Haverford Township Human Relations Commission**  
Township Manager's Office  
Township Administration Building  
1014 Darby Road  
Havertown, PA 19083  
(610) 446-1000 Ext. 2232  
Email: [HRC.HavTwp@gmail.com](mailto:HRC.HavTwp@gmail.com)  
[www.haverfordtownship.org/HRC](http://www.haverfordtownship.org/HRC)

**Pennsylvania Human Relations Commission**  
Philadelphia Regional Office  
(Serving the five-county area)  
110 N. 8<sup>th</sup> Street, Suite 501  
Philadelphia, PA 19107  
215-560-2496  
[www.phrc.state.pa.us](http://www.phrc.state.pa.us)



## **HAVERFORD TOWNSHIP HUMAN RELATIONS COMMISSION (HHRC)**

Township Manager's Office  
1014 Darby Road  
Havertown, PA 19083  
(610)-446-1000 Ext. 2232  
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