

HOW THE UDTHRC CAN HELP

The code of Upper Dublin Township, Chapter 128, establishes a list of protected classes. If you are within Upper Dublin Township and feel you have been discriminated against because you are in any protected class, you can request mediation by the Upper Dublin Township HRC. For information about the Ordinance and the Commission please go to:

www.upperdublin.net/government/human-relations-commission

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 reach a resolution that satisfies both parties. The complaining party retains the right to go to court, but our hope is that, through this process, we can help those in Upper Dublin resolve their differences without cost or delay.

Complaints may be filed using the form on the Township's website on the Human Relations web page or by calling 215-643-1600 ext. 3220 to request a form.

The Upper Dublin Township Human Relations Commission

Upper Dublin Township prohibits discrimination in housing, commercial property, employment and public accommodations based upon race, color, religious creed, ancestry, age, 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 sexual orientation, gender identity or gender expression.

About Us

The Upper Dublin Township Human Relations Commission was established by Ordinance in 2017 to ensure that all who live, work and do business in Upper Dublin Township are protected from unlawful discrimination.

UDTHRC is comprised of seven volunteer Township residents appointed by the Township's Board of Commissioners. It is non-partisan and provides all of its services free of charge. The UDTHRC also offers programs to Township organizations and businesses to explain the Ordinance and offer suggestions that can assist in making our Township a better place to live, work and do business. We are here to help you.

Contact Us

Phone: 215-643-1600 ext. 3220

Email: kferguson@upperdublin.net

ANTI-DISCRIMINATION RIGHTS IN UPPER DUBLIN TOWNSHIP



A Guide Presented by

THE UPPER DUBLIN TOWNSHIP HUMAN RELATIONS COMMISSION

Mission Statement

As empowered by the Upper Dublin Board of Commissioners, and in accordance with the current Upper Dublin Township Ordinance, the Human Relations Commission shall work toward the elimination of discrimination and harassment through education, communication, mediation, and community outreach. The Commission seeks to promote greater understanding, inclusion, and justice for those who live, work, study, worship, visit, and play in Upper Dublin Township.

KNOW YOUR RIGHTS

Employment

The opportunity for a person to obtain and maintain employment for which a person is qualified is protected. It is illegal for employers to discriminate on the basis of an individual's actual or perceived membership in one of the protected classes in the terms, conditions or 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.



Public Accommodation

The opportunity for a person to access food, beverages, lodging 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 an individual's actual or perceived membership in one of the protected classes. Places of public accommodation include, among others, stores and restaurants.

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 Ordinance also prohibits discrimination in a number of related practices including lending on discriminatory terms to home purchasers.

Upper Dublin Township Human Relations Commission Cares

Contact Us
215-643-1600 ext. 3220

WHAT SHOULD YOU DO?

1. 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.

2. Tell the person about the Ordinance

If you feel safe doing so, let the person who is treating you unfairly know that the Ordinance in Upper Dublin 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:

www.upperdublin.net/government/human-relations-commission

4. File a complaint in Court

You must file with the Pennsylvania HRC before you file in court.

At this time, discrimination based on sexual orientation, gender identity and gender expression is protected by the Upper Dublin Township Ordinances 17-1333 and 18-1342, and may or may not be protected by state law.