

**RESOLUTION**

No: 22-2469

**A Resolution Encouraging Employers With An Office In Upper Dublin Which Employ More Than 4 Persons To Post A Notice Advising Employees That Complaints Related To Discriminatory Employment Practices Can Be Filed With The Upper Dublin Township Human Relations Commission**

**WHEREAS**, the Board of Commissioners of Upper Dublin Township has declared it to be the public policy of Upper Dublin Township to foster the employment of all individuals in accordance with their fullest capacities regardless of their race, color, religious creed, ancestry, age, sex, national origin, physical or mental disability, use of guide or support animals because of the blindness, deafness or physical or mental disability of the user or because the user is a handler or trainer of support or guide animals, or because of a person's sexual orientation, gender identity or gender expression; and

**WHEREAS**, in furtherance of this policy, the Board of Commissioners created the Upper Dublin Township Human Relations Commission to have jurisdiction over employment practices in the Township which violate this policy; and

**WHEREAS**, the Board of Commissioners deems it important that employees in the Township be made aware of their right to bring matters related to discrimination in the workplace to the Upper Dublin Township Human Relations Commission in order to provide the Commission with the opportunity to mediate such matters.

**NOW THEREFORE**, the Board of Commissioners of Upper Dublin Township does hereby resolve:

1. That every employer maintaining an office in the Township of a business entity which is subject to the Pennsylvania Human Relations Act (43 P.S. §§ 951-963) is encouraged to post and maintain at their establishment a notice stating that discriminatory employment practices are unlawful pursuant to Upper Dublin Township Ordinance and advising where and how complaints may be filed with the Commission.
2. The Upper Dublin Township Human Relations Commission is requested to prepare such a notice and to furnish it to employers in the Township together with a copy of this Resolution.
3. The Board of Commissioners further encourages the notice to be posted conspicuously by employers in easily-accessible and well-lighted places customarily frequented by employees and applicants for employment.

Approved by the Board this 13<sup>th</sup> day of September, 2022.

BOARD OF COMMISSIONERS OF  
UPPER DUBLIN TOWNSHIP



Ira S. Tackel, President

ATTEST:



Jonathan Bleemer, Secretary



# NOTICE

## Upper Dublin Township HUMAN RELATIONS COMMISSION

### EMPLOYMENT PROVISIONS OF THE TOWNSHIP OF UPPER DUBLIN Under Chapter 128 of the Township Code ORDINANCE 17-1333

#### **PURPOSE OF PROVISIONS**

The purpose of the employment provisions of the Upper Dublin Township Ordinance is to prevent and eliminate unlawful discriminatory practices in employment because of race, color, ancestry, age, gender, national origin, disability, use of guide animals, sexual orientation, gender identity, or gender expression.

#### **UNLAWFUL DISCRIMINATORY PRACTICES**

It is unlawful, based on the ordinance, for an employer to deny any person an equal opportunity to gain employment, to be promoted and to be accorded all other rights to compensation, tenure and other terms, conditions and privileges of employment. It is also unlawful for any employer to retaliate against an individual because the individual has filed a complaint with the Upper Dublin Township Human Relations Commission.

#### **HOW TO FILE A COMPLAINT**

You may want to file a complaint with the Human Relations Commission if you believe you have been subjected to discrimination. The complaint must be filed within 180 days of when the alleged act of discrimination occurred. Complaint forms may be requested by calling 215 643-1600 x 3220 and they are available on line at:

<https://www.upperdublin.net/government/human-relations-commission/file-a-complaint-hrc/>

Mail or hand deliver the completed form to:  
UPPER DUBLIN TOWNSHIP HUMAN RELATIONS COMMISSION  
Attention: Township Manager, 370 Commerce Drive, Fort Washington, PA 19034  
Or submit by email to [jbleemer@upperdublin.net](mailto:jbleemer@upperdublin.net)

#### **WHO SHOULD POST THIS NOTICE**

Every employer whose business is located in Upper Dublin Township is encouraged to post this notice in a conspicuous, easily accessible, well lighted location customarily frequented by applicants or employees.

**Upper Dublin Township also prohibits discrimination in  
housing and public accommodations.**