

○ **PENNSYLVANIA HUMAN RELATIONS ACT**

STATUTORY CITATION: 43 Pa. Stat. §§ 951 – 963

GENERAL SUMMARY: The Pennsylvania Human Relations Act is intended, in part, to safeguard the right of individuals in the state to obtain and hold employment regardless of race, color, familial status, religious creed, ancestry, handicap or disability, age, sex, national origin, or the use of a guide or support animal because of blindness, deafness or physical handicap. In pursuit of that objective, the Act establishes a state-administered mechanism for reporting and resolving complaints involving employment discrimination on any such grounds. The law generally applies to any individual, firm or other entity with 4 or more employees.

PROVISIONS APPLICABLE TO AGRICULTURE: While the Human Relations Act's protections against discrimination in housing and public accommodations apply without regard to a person's occupational or industrial classification, the fair employment provisions **do not apply** to anyone employed in agriculture.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Pennsylvania Human Relations Commission, Harrisburg, Pennsylvania 17101.*

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*