

Know Your Rights

History and Mission

Haverford Township prides itself on being a diverse and welcoming community. To help support those values, the Board of Commissioners adopted an anti-discrimination policy ([Ordinance 2626, Chapter 183](#)) in February of 2011. In January of 2012, the Board appointed a seven member Human Relations Commission (HRC).

The HRC is non-partisan and non-profit, and there is no charge for the services it provides.

The Haverford Township Human Relations Commission enforces the Anti-Discrimination Ordinance for the Township. If you think your rights under the law have been violated you can contact the Human Relations Commission through the Township Manager's Office.

Know Your Rights

The Township is committed to the protection of the rights of all individuals in the Township on the basis of "*race*, color, religious creed, ancestry, age, sex, national origin, handicap or disability, use of guide or support animals because of blindness, deafness or physical handicap of the user or because the user is a handler or trainer of support of guide animals, or a person's actual or perceived sexual orientation, gender identity or gender expression". The Township's Human Relations Commission (HRC) enforces these rights in connection with **EMPLOYMENT, PUBLIC ACCOMMODATIONS AND COMMERCIAL PROPERTY or HOUSING ACCOMMODATIONS.**

In addition, it specifically covers sexual orientation, gender identity and gender expression which is not currently protected under state or federal law.

You may view the full Ordinance at www.haverfordtownship.org/HRC under Municipal [Ordinance 2626, Chapter 183](#).

What To Do if You Believe you Have Experienced Discrimination

- 1. Inform the person about the law.** Let the employer or other covered individual who you feel is treating you unfairly know that the law protects you from discrimination in Haverford Township and document any **alleged violations of the ordinance.**
- 2. Keep a Record.** It is important to write your experience down, to document what happened what was said, when and where the alleged discrimination occurred, and to note any witnesses. Accuracy is very important.
- 3. Contact the Haverford Township HRC.** The law itself, complaint forms and procedures are available online at www.haverfordtownship.org/HRC

4. Statute of Limitations: Any complaint needs to be filed within **180 days** of the alleged discrimination.

5. Remedies. If you file a complaint, the HRC may offer free mediation. It may also investigate your claim and conduct a hearing. You may also need to file with the State or Federal agencies to protect all your rights. It is illegal to retaliate against you for filing a complaint with the HRC.

If after investigation and hearing, the HRC determines that discrimination occurred it has the power to order the violator to remedy the discriminatory acts. Remedies will vary depending upon the situation.

6. You have the right to sue. In addition to filing with the HRC you may file a complaint in state court. However, you must file with the HRC **before** you file in state Court for the same matter.

Resources

Haverford Township Human Relations Commission

Township Administration Building

1014 Darby Road

Havertown, PA 19083

(610) 446-1000 Ext. 2232

www.haverfordtownship.org/HRC

Pennsylvania Human Relations Commission

Philadelphia Regional Office

(Serving the five-county area)

711 State Office Building

1400 Spring Garden Street

Philadelphia, PA 19130



HTHRC

HAVERFORD TOWNSHIP

HUMAN RELATIONS COMMISSION

Township Administration Building

1014 Darby Road

Havertown, PA 19083

(610)-446-1000 Ext. 2232

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