



THE PENNSYLVANIA HUMAN RELATIONS COMMISSION



Monroe (& Pike) County Advisory Council
"The Eyes and Ears for Civil Rights"

PROTECTED CLASSES



UNDER PA HUMAN RELATIONS ACT:	RACE	COLOR
RELIGION	NATIONAL ORIGIN	ANCESTRY
AGE (40 OR OVER)	SEX	NON-JOB RELATED DISABILITY
RELATED TO ONE WITH NON-JOB RELATED DIS.	USE OF A GUIDE OR SUPPORT ANIMAL	POSSESSING A G.E.D. INSTEAD OF H.S. DIPLOMA
REFUSAL OR WILLINGNESS – ABORTION	FAMILIAL STATUS (HOUSING)	RETALIATION

OUR JURISDICTION



EMPLOYMENT

**PUBLIC
ACCOMMODATIONS**

**HOUSING &
COMMERCIAL
PROPERTY**

**INTER-GROUP
TENSION**

EDUCATION



Complaint Process

If you believe you have been the victim of discrimination...

- Must file within **180 days** of the alleged act
- Complaint must be signed, verified & in writing
- If federal laws also covers the complaint, it will be dual-filed with appropriate federal agency (EEOC or HUD)

Complaint Filed

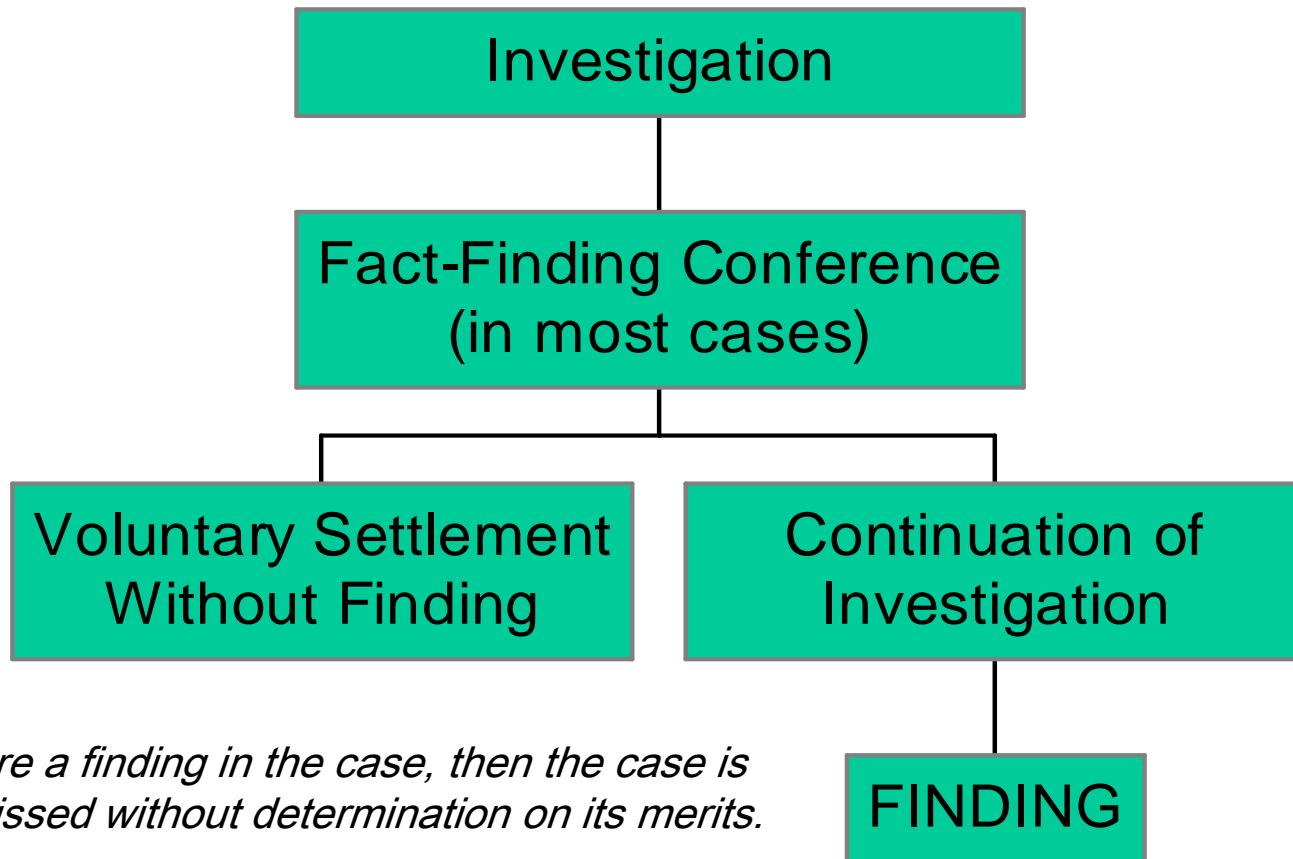
Complaint Docketed

Complaint Served

Respondent Answer

Complaint Process

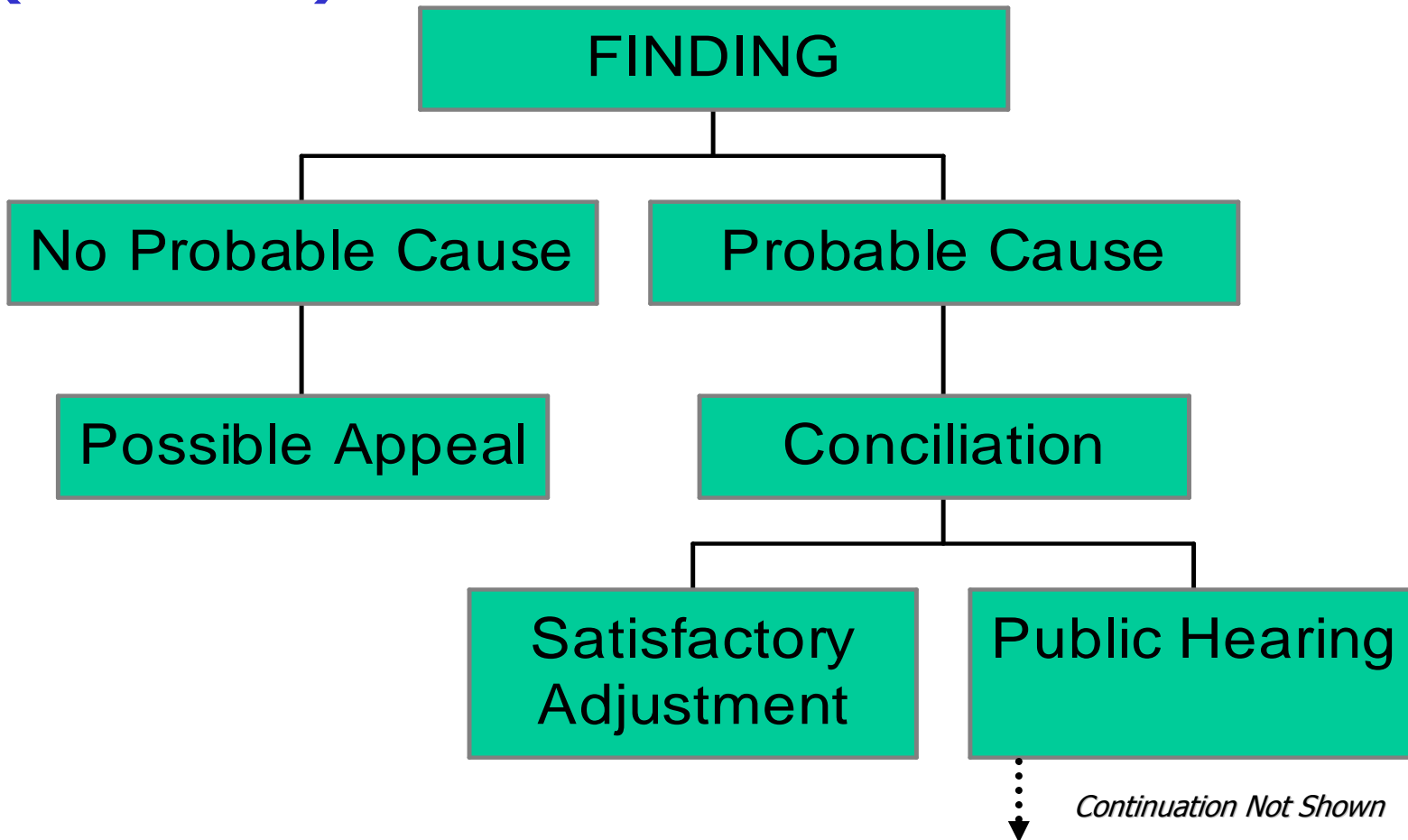
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Before a finding in the case, then the case is dismissed without determination on its merits.

Complaint Process

(continued)



Continuation Not Shown

WHAT ARE REMEDIES?



As called for in Section 9(f)(1) of the Act

Cease & desist order	Hire	Reinstatement with or without back pay
Promotion	Admission or reinstatement	Reasonable accommodation
Certifiable travel expenses	Verifiable out-of-pocket expenses	Injunction

BIAS RELATED INCIDENTS ARE ...



incidents and intergroup tensions of active expressions of bias toward individuals and groups based on:

- Race
- Color
- Religion
- National Origin
- Ancestry
- Gender
- Sexual Orientation
- Disability
- Gender Identity

***A HATE CRIME IS
A TYPE OF BIAS
INCIDENT.***

***NOT ALL BIAS
INCIDENTS ARE
HATE CRIMES.***

ADVISORY COUNCILS



the "eyes and ears" of the PHRC

- Authorized under the PA Human Relations Act
 - Study problems of discrimination, “foster good will” through community efforts, & make recommendations to PHRC
 - Composed of citizens from broad and diverse representation of the community who serve without pay
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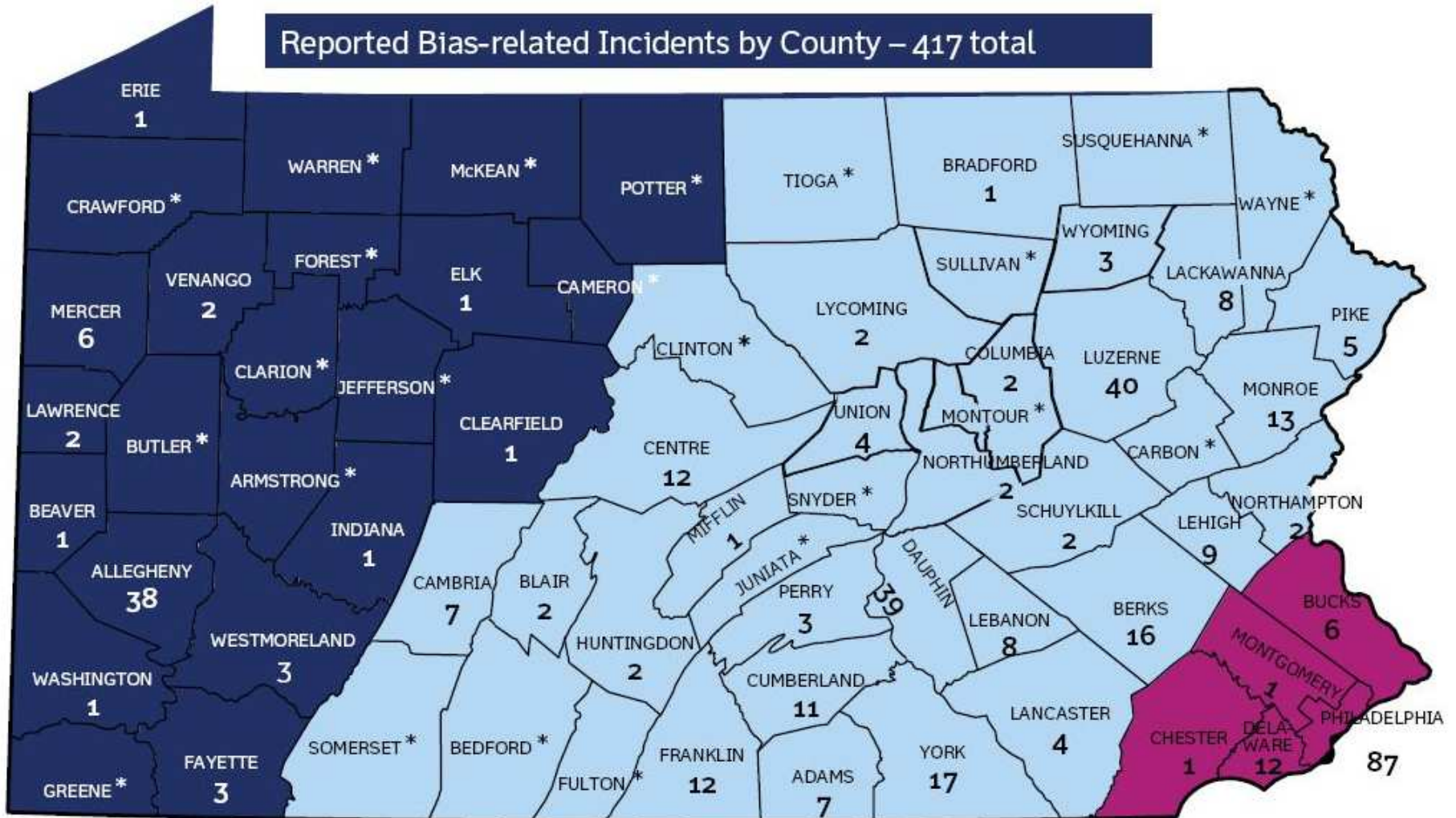
WHAT CAN ADVISORY COUNCILS DO?



- Contact PHRC about community or school tensions
 - Refer potential complaints to PHRC
 - Develop relationships with local employers, school districts, law enforcement, churches/ synagogues/mosques, community groups
 - Distribute literature to individuals, employers, unions, places where housing is sold/rented, places of business, etc.
 - Monitor local media for reports of community tension
 - Monitor “want-ad” section to detect unlawful ads for employment or housing and refer to PHRC
 - Host seminars on civil rights, PA Human Relations Act, etc.
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PHRC Annual Report for 2007-08

Reported Bias-related Incidents by County – 417 total

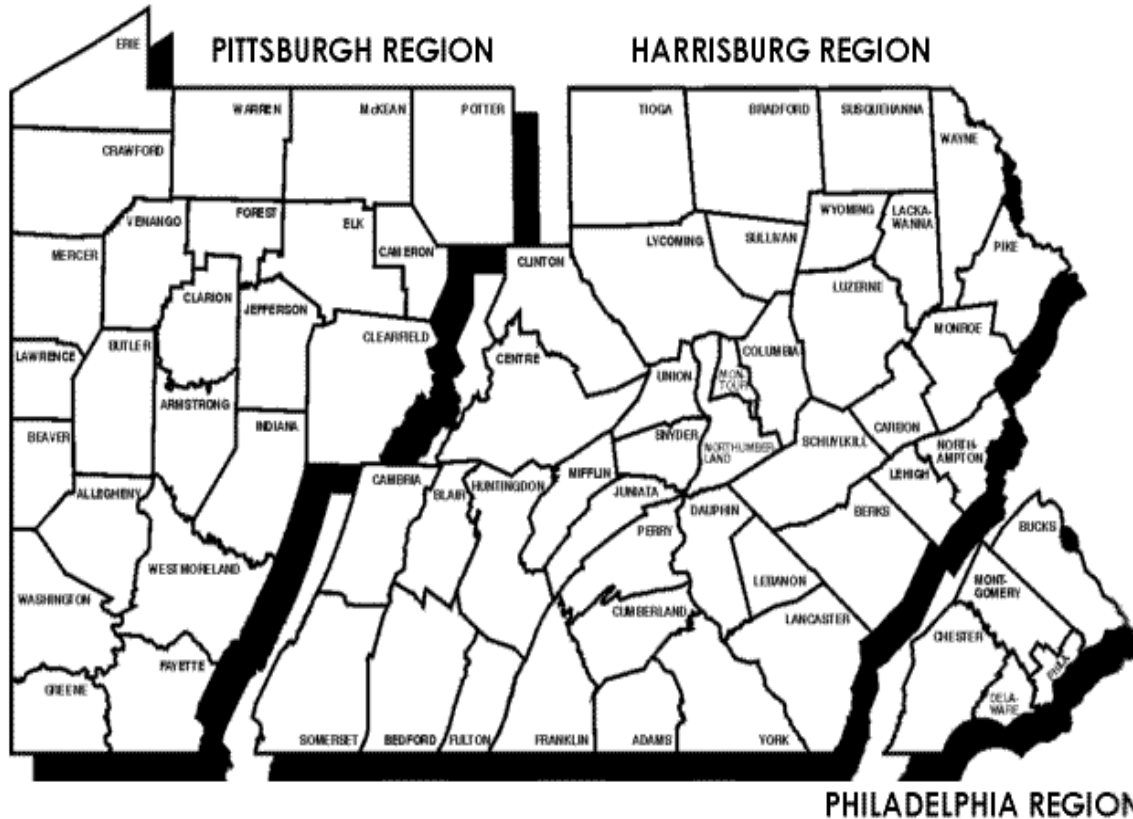


*Counties marked with an asterisk had no reported bias incidents.

PHRC Annual Report		<u>Number of Cases Docketed</u>					Bias Related Incidents
		Employment	Housing & Com. Property	Public Accommodations	Education	Total	
2000-2001	Monroe	47	2	1	0	50	4
2001-2002	Monroe	19	3	1	0	23	1
2002-2003	Monroe	48	4	3	2	57	7
2003-2004	Monroe	35	3	1	1	40	11
2004-2005	Monroe	25	72	0	1	98	10
2005-2006	Monroe	21	80	0	1	102	12
2006-2007	Monroe	16	4	4	3	27	19
2007-2008	Monroe	35	7	2	2	46	13
2000-2001	Pike	5	0	0	0	5	8
2001-2002	Pike	3	0	0	0	3	1
2002-2003	Pike	6	1	0	0	7	0
2003-2004	Pike	15	3	1	0	19	3
2004-2005	Pike	5	6	0	0	11	1
2005-2006	Pike	6	3	1	0	10	0
2006-2007	Pike	8	2	0	0	10	8
2007-2008	Pike	9	3	0	0	12	5



PHRC ADVISORY COUNCILS AND THREE REGIONS SERVED BY PHRC



Counties:

- Blair
- Cambria
- Centre
- Johnstown
- Monroe (& Pike)
- Montgomery
- York

PHRC HARRISBURG REGIONAL OFFICE



Serves Monroe & Pike Counties

Riverfront Office Center
1101-1125 South Front St.
Fifth Floor
Harrisburg, PA 17104-2515
Phone (717) 787-9780
Text (717) 787-7279
www.phrc.state.pa.us



MONROE ADVISORY COUNCIL MEETINGS



Advisory council meetings are open to the public and held the 2nd Monday every other month (e.g., January, March) at 5:30 pm in:

Loder Senior Center
62 Analomink Street
East Stroudsburg, PA
www.poconounity.org

