

HOW THE MONTGOMERY TOWNSHIP HRC CAN HELP

Ordinance #20-315 establishes a list of “protected classes.” If you live in, work in, or have visited Montgomery Township and you feel you have been discriminated against based on being a part of any protected class, you can request mediation by the Montgomery Township HRC.

MEDIATION

Mediation is the 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 come to a resolution that satisfies both parties. The wronged party retains the right to go to court, but our hope is that, through this process, we can assist both parties to come to peaceful resolutions.

In order to begin the process, please contact the Township’s Human Relations Commission by submitting a Complaint form in person or via mail to the Township Manager’s office. A member of the HRC will contact you to discuss your concerns, determine whether you are a member of a protected class and send you a complaint form.

Complaint forms are available online at www.montgomerytwp.org and are available at the Montgomery Township Administration Building, which is located at 1001 Stump Road, Montgomeryville, PA 18936.

MONTGOMERY TOWNSHIP HUMAN RELATIONS COMMISSION



MISSION STATEMENT

The Human Relations Commission (HRC) will work to ensure that all persons, regardless of actual or perceived race, color, age, religious creed, ancestry, sex, national origin, handicap, use of guide or support animals because of blindness, deafness or physical handicap of the user or the user is a handler or trainer of support or guide animals, or sexual orientation, gender identity or gender expression enjoy the full benefits of citizenship and are afforded equal opportunities for employment, housing and public accommodation.

ABOUT US

The Montgomery Township Human Relations Commission (HRC) was established in 2021 to ensure that all who work or live in Montgomery Township and all visitors, are protected from unlawful discrimination. The HRC is comprised of six (6) volunteer Township residents and business owners appointed by the Township’s elected officials. It is non-partisan and provides all its services free of charge.



**Montgomery Township
PA**



**Human Relations
Commssion**

1001 Stump Road
Montgomeryville, PA 18936
Phone: 215-393-6900
Fax: 215-855-6656

WHAT IS DISCRIMINATION?

Unfair or unequal treatment of another person based upon a personal characteristic of an individual.

EXAMPLES OF DISCRIMINATION:

- I dined at an establishment recently that had 1 single stall restroom for men and 1 designated for women. When I requested the key to the Women's Room, I was told I needed to use the Men's Room because I appear to be a male to them.
- I was applying for a new job. After starting, I was asked to cut my dreadlocks if I wanted to keep the job as a classroom aide.
- I notified my Supervisor of inappropriate jokes a co-worker was making about my race. The matter was ignored and the jokes continued.

HRC TIMELINE

- Complainant files Complaint with HRC within 180 days of incident
- Contacted by HRC member within 10 days
- Complainee notified and provided opportunity to respond within 30 days
- Remediation offered within 30 days

WHO ARE THE PROTECTED CLASSES?

- Person's Actual or Perceived Race
- Skin Color
- Age
- Religious Creed
- Ancestry
- National Origin
- Handicap or use of support animals or guide animals due to blindness, deafness or physical handicap of the user of handler/trainer of support or guide animals
- Sex/Gender
- Individual Sexual Orientation*
- Gender Identity or Gender Expression*

*Not protected under the Pennsylvania Human Relations Act



WHAT SHOULD YOU DO?

Write it down: If you think you are or have been discriminated against, keep a written record of what happened, what was said and where the event took place along with any witnesses. Gather any related documents as well.

Tell the Person about the Law: If you feel safe doing so, let the person who is treating you unfairly know the law in Montgomery Township protects you.

File a Complaint with the HRC: It is illegal for anyone to retaliate against you for filing. Complaint forms and procedures can be found online at www.montgomerytwp.org.

File a Complaint with PA HRC: You must file with the Pennsylvania HRC before you file in state court for the same matter. Complaint forms and procedure can be found online at www.phrc.pa.gov.

File a Complaint with the State Court: Once you have filed with the Lansdale HRC and the PA HRC, if mediation was not successful you may file your complaint with the State Court.

File a Complaint with the EEOC: If you think you are being discriminated against in the work space, you must file your complaint with the Equal Employment Opportunity Commission. Complaint forms and procedures can be found online at www.eeoc.gov.