



Mission Statement

In order to protect the rights of all community members, the Abington Township Human Relations Commission (AHRC) will promote the provisions of Abington Ordinance #2029, which prohibits discrimination in housing, employment, and public accommodations. Abington Township and the AHRC recognize the inherent dignity and worth of all people. Therefore, the AHRC strives to ensure, through education, mediation, and community outreach, that all members of the community enjoy equality and equal protection under the law.

Overview

AHRC is comprised of seven volunteer Township residents appointed by the Board of Commissioners. It is non-partisan and provides all of its services free of charge. The AHRC also offers several community outreach programs to Township organizations and businesses to explain the Ordinance and offer suggestions that can assist in avoiding problems and making our Township a better place to live and work. We are here to help you.

CONTACT US

HRC@ABINGTONPA.GOV

(267) 536-1009

Know Your Rights

Abington Township prohibits discrimination in housing, commercial property, employment, and public accommodations on the basis of actual or perceived race, color, religious creed, ancestry, sex, national origin, handicap or disability, use of guide or support animals because of the blindness, deafness or physical handicap of the user or because the user is a handler or trainer of support or guide animals, or because of an individual's actual or perceived sexual orientation, gender identity or gender expression. (Protected Classes) Note that most religious, fraternal, educational, and charitable organizations are exempt from complying with the discrimination requirements of the Abington Township ordinance.

Commercial Property or Housing

It is illegal to discriminate in real estate transactions based on actual or perceived membership in one of the protected classes. The law also prohibits discrimination in a number of related practices, including lending on discriminatory terms to home purchasers.

Employment

Employers with more than four employees cannot discriminate on the basis of actual or perceived membership of a person in one of the protected classes in the terms, condition, and privileges of employment. This includes hiring, promotion, referrals for work, firing and other employment actions. In addition, employers have a duty to address on the job harassment of an employee because of that employee's membership in a protected class.

Public Accommodation

It is illegal for places of public accommodation to deny anyone the full enjoyment of the establishment's goods, services, or facilities on the basis of actual or perceived membership in one of the protected classes. Places of public accommodation include, among others, stores and restaurants. Government agencies are also included. It does not include accommodations that are strictly private.

**AHRC STRIVES TO ENSURE
THAT ALL MEMBERS OF THE
COMMUNITY ENJOY EQUALITY
AND EQUAL PROTECTION
UNDER THE LAW**



What Should You Do?

1 Write it Down.

If you think you're being discriminated against, keep a written record of what happened.

2 Tell the Person About the Law.

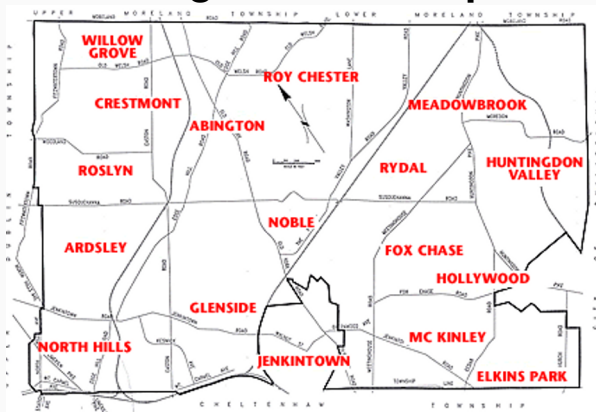
If you feel safe doing so, let the person who is treating you unfairly know that the law in Abington Township protects you.

3 File a Complaint with the AHRC.

It is illegal for anyone to retaliate against you for filing. Complaint forms and procedures may be found online at www.abington.org

Note: Perceived or actual discrimination based on sexual orientation, gender identity, and gender expression is only protected by the Abington Township Ordinance #2029, not by Pennsylvania state law.

Abington Township



How Can AHRC Help?

Mediation

Ordinance #2029 establishes a list of "protected classes." If you live or work in the Township of Abington and feel you have been discriminated against based on being a part of any protected class, you can request mediation by the Abington HRC.

In order to initiate the process, you can contact the Township's Human Relations Commission by calling 267-536-1009 or sending an email to HRC@abingtonPA.gov. A member of the Human Relations Commission will contact you to discuss your concerns, determine whether you are a member of a protected class and send you a complaint form.

Examples of Discrimination

I worked for the same company for 4 years and received outstanding reviews. Shortly after my boss learned that I'm gay, I began receiving disciplinary warnings for things others frequently do and for which no one is ever disciplined. After a month, I was fired.

My husband and I are African-American. We went to see an apartment that was advertised for rent. I called in advance and the landlord said to come right over. When we arrived, he seemed uncomfortable and said that the apartment was no longer available.

Community Outreach Initiatives

Facilitate Community Dialogues:

We can help you host a community dialogue to help generate ideas and foster relationships across the lines that divide us. Through meaningful dialogue we can work to break the barriers that separate us. The nature of the dialogue process emphasizes listening to achieve deeper understanding and can motivate people to work towards change.

What is the AHRC?:

This is a presentation offered to all organizations and businesses within Abington Township that is designed to familiarize you, your staff, and employees with the Ordinance. Our goal is to help you avoid problems and strengthen your organization or business.

Implicit Bias Training:

During this session, participants will explore the concept of implicit bias and reflect on both personal and community level bias that impact how we interact with one another.

Partner with AHRC:

Abington Township HRC is looking to partner with like-minded community groups, businesses, organizations and residents who share the mission and values of the AHRC. We can customize a program, presentation or dialogue to meet your specific needs.

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