

Lower Merion Township

Human Relations Commission

WHO WE ARE

The Lower Merion Human Relations Commission enabling legislation was approved in 2010 to address the lack of federal and state laws which protect individuals from discrimination based on sexual orientation, gender identity, or gender expression. In order to ensure that all who work in, live in, or visit Lower Merion are welcome, the Lower Merion Human Relations Commission (LMHRC) was established to promote compliance with the Township's non-discrimination laws. The LMHRC is comprised of 7 members and 2 alternates, all volunteers, who are appointed by the Township's Board of Commissioners.

WHAT WE DO

The LMHRC

- Mediates, investigates, holds hearings, and adjudicates LGBTQ related complaints.
- Mediates all other complaints alleging discrimination: see *Whom We Protect*.
- Provides information and education to residents, businesses, employers, and institutions about their rights and duties under the ordinance.
- Sponsors community education events to promote compliance with the Ordinance, prevents unlawful discrimination, and builds a welcoming and inclusive community.

Township Code Chapter 93, Human Relations Commission Discrimination may be found in its entirety at <https://ecode360.com/14769664>



WHOM WE PROTECT

The LMHRC Code protects people from discrimination in housing, employment, and public accommodation based on:

- Sexual Orientation
- Gender Identity
- Gender Expression
- Sex
- Race
- Color
- Religion
- Ancestry
- Age
- National Origin
- Physical Disability
- Mental Disability
- The Use of Guide or Support Animals by a Person with Disabilities or a Trainer

IT IS ILLEGAL FOR ANYONE TO RETALIATE AGAINST YOU FOR COMPLAINING ABOUT DISCRIMINATION.

WHAT ARE YOUR RIGHTS?

Employment

You cannot be discriminated against by employers with 4 or more employees in the terms, conditions, and privileges of employment which includes hiring, promotion, work assignments, firing, and cannot be subject to on-the-job harassment.

Housing

You cannot be discriminated against in real estate transactions such as renting or purchasing commercial or residential property as well as a number of related practices. You also have the right to be free of harassment or threat from neighbors.

Public Accommodations

You cannot be discriminated against by places of public accommodation and have the right to full enjoyment of all goods and services offered by, and the use of the facilities of, such places. Examples of places of public accommodation include, but are not limited to, hospitals and other health care facilities, stores, and restaurants.

WHAT TO DO IF YOU EXPERIENCE DISCRIMINATION

Write it down

If you think you're being discriminated against, keep a written record of what happened, what was said, when and where the event took place, and the names of anyone who witnessed or knows of the event.

Tell the person about the law

If you feel safe doing so, let the person who is treating you unfairly know that the Lower Merion Township Code protects you from discrimination.

File a complaint with the LMHRC and/or a State or Federal Agency

The law that protects you, complaint forms, and procedures may be found online:
<http://www.lowermerion.org/services/human-relations-commission>.

Complaints of discrimination in employment, housing, or public accommodation not based on sexual orientation or gender identity or expression may also be filed with the United States Equal Opportunity Commission, the Pennsylvania Human Relations Commission, and/or the United States Department of Housing and Urban Development.

WHAT IS MEDIATION?

Mediation is an informal, voluntary, and confidential dispute resolution process which enables people to resolve their complaint by mutual agreement. Our trained mediators facilitate the process and assist you with generating your own solutions. We offer free mediation services to ALL parties in EVERY complaint filed with the LMHRC.

FOR MORE INFORMATION

610-645-6120

humanrelationscommission@lowermerion.org

75 E. Lancaster Avenue

Ardmore, PA 19003

By reporting discrimination, you protect your rights and ensure that other people will be treated in a non-discriminatory manner.

