

PITTSBURGH COMMISSION ON HUMAN RELATIONS

2025 Annual Report

70

YEARS



From the 1965 Annual Report

High School Committees Visit

Members of the human relations committees of Schenley High School visit the Peabody High School committee. Philip Feinert, activities director at Peabody, is at right.



Complaints are received in the Commission's offices, where their allegations are recorded for immediate investigation. Louis Mason, Jr, Executive Director, discusses a case with complainant below.



Three Commission Chairmen [sic] are Eric W. Springer (left), current chairman; Mrs. Jonas E. Salk (née Donna Lindsay), chairman [sic] from the Commission's founding in 1955 to 1963; T. Z. Korszak who as chairman during 1963-1964

Foreign Students

Visit Commission

John Hannigan of the Commission staff and Mrs. Mildred Pratt (later Dr.) of the University of Pittsburgh discussed the work of the Commission with five social work students from various countries in Africa last July.



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Letter from the Director

Dear reader:

On behalf of the Pittsburgh Commission on Human Relations, I am proud to present the 2025 Annual Report. This report covers our 70th year as Pittsburgh's civil rights law enforcement agency. The longevity of the Commission depends on many factors, and we have many to thank for their continued support and dedication to the mission of eliminating discrimination.

Commission staff work daily to support the people, from taking calls and making referrals to providing training and guidance. In 2025, our staff successfully adapted to a rapidly changing political and legal environment. This involved several policy and administrative changes, including the bifurcation of discrimination complaints and the addition of new criteria for assessing jurisdiction. We are thankful that the Commission has remained fully staffed since the additions in 2024, and that 11 of 15 commissioner positions are filled. Without people power, the Commission could not serve the public effectively.

Education remains a top priority for the Commission. Those who know better do better, and so we strive to proactively provide information before individual discrimination complaints arise. Senior Investigator Rita Porterfield conducted the second annual continuing legal education course on the administrative process for employment discrimination complaints (see page 27), held again in partnership with the Equal Employment Opportunity Commission. We also continued collaborating with the local Fair Housing Initiatives Program and the Fair Housing Partnership of Greater Pittsburgh to conduct several Fair Housing for Landlords training sessions (more on page 28).

As the world evolves, so do the protections offered to the people of Pittsburgh. After a year of research and community collaboration, the Commission successfully passed protections for Housing Status in the City Code. This will protect not only community members currently living on the street or in a shelter, but also people with a gap in their rental history or no rental history at all. More information on this protected class can be found on pages 30-31.

After 70 years of enforcement efforts, the Commission maintains that civil rights belong to everyone, not a chosen few. Every person is entitled to equal dignity, opportunity, and protection under the law. If you have a sincere belief that you are being treated in a discriminatory way, we will take your call. Our willingness to listen is not reserved for a favored class or status. Equality is not conditional, and justice is not selective. As long as we are here, we are here for you.

Very truly yours,

Rachel Shepherd

Rachel Shepherd
Executive Director



PghCHR History

1952

Creation of the **Fair Employment Practices Commission (FEPC)**

1959

Pittsburgh City Council passes the **Fair Housing Ordinance**

1976

Pittsburgh passes its **Home Rule Charter** which allows Pittsburgh to protect classes not covered by federal or state law

1978

Solicitation, Blockbusting, and Redlining tactics are made illegal in Pittsburgh, bringing the city in line with the federal **Fair Housing Act of 1968**

1990

Passage of the federal **Americans with Disabilities Act (ADA)**. The City of Pittsburgh also adds **Sexual Orientation** to the list of classes protected against discrimination

1997

The Commission is granted **Substantial Equivalency Status** by the U.S. Housing and Redevelopment Authority (HUD), allowing for **Dual Filing** of complaints

2019

Pregnancy (and partners of pregnant people) is added to the list of classes protected against employment discrimination, making Pittsburgh the first city to protect partners of pregnant individuals

2021

Protections for **Survivors of Domestic Violence** are expanded to cover discrimination in employment

2024

Medical Marijuana Patients are added to the list of classes protected for employment discrimination

1946

Creation of the **Civil Unity Council (CUC)**

1955

Merger of the **FEPC** and **CUC** to form the **Commission on Human Relations**

1969

Sex added to the list of classes protected against discrimination

1977

The Commission is designated as a **706 Agency** by the EEOC which allows for the **Dual Filing** of complaints under federal and local law

1980

Age (over 40) and **Handicap Disability** added to the list of classes protected against discrimination; the **Human Relations Ordinance** is also added to City Code

1992

Familial Status is added to the list of classes protected against discrimination in housing

2014

Gender Identity and Expression are added to the list of classes protected against discrimination

2016

Status as a Survivor of Domestic Violence is added to the list of classes protected against discrimination in housing

2020

Preferred Language, Citizenship Status, and Natural Hairstyle (CROWN Act) is passed, adding more discrimination protections

2023

Protections for **Survivors of Domestic Violence** are expanded in housing to better protect those fleeing violence

2025

Gender Identity and Expression protections are strengthened for elective medical services. **Housing Status** is added as a protection.

2025 at a Glance

The Commission opened 126 new discrimination complaints and completed 104 investigations.



City Code was updated to preserve the Commission's ability to investigate disparate impact cases, and to clarify protections that were not explicit.

\$1,239,390

total monetary relief obtained for Complainants



Housing Status protections were added to the City Code to protect those who have, at one point or another, had no place to call home.

The Commission held the second annual Employment Discrimination: The Administrative Process CLE and three Fair Housing Trainings for Landlords sessions.





The **Commission on Human Relations**

envisions a Pittsburgh where all of its residents, workers, and visitors thrive free from discrimination.

Mission

PghCHR is a civil rights law enforcement agency focused on investigating instances of discrimination, providing outreach and education to communities about their rights, and recommending necessary protections in our City Code to provide all people in Pittsburgh with equal opportunities. Our goal is to decrease unfair treatment and discrimination by promoting justice and understanding among communities in the City of Pittsburgh.

Scope

Chapters 651 – 659 of the Pittsburgh City Code provide civil rights protections for individuals who live in, work in, or visit the City of Pittsburgh based on a person’s actual or perceived membership or status in a protected class. Protected classes vary by case type. The Commission is also governed by Rules and Regulations, and the Commissioners by By-Laws.

Values



Who Works for the Commission?

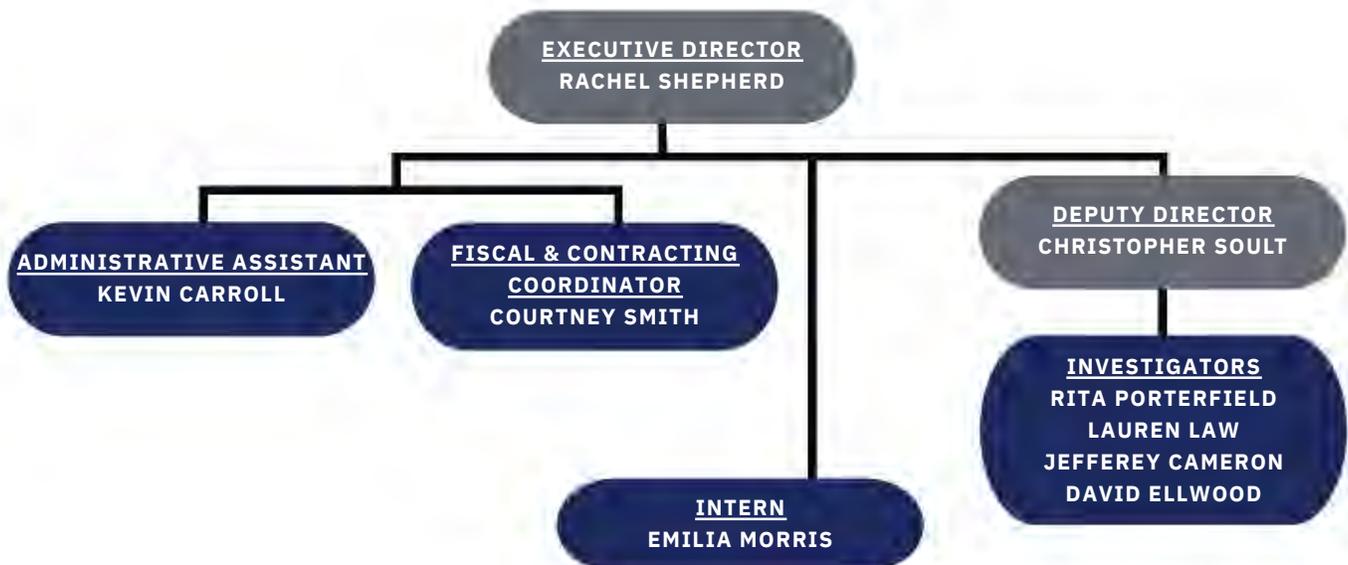
Commissioners

Teaira Collins, Chairperson
Genevieve Rosselot, 1st Vice Chairperson
Richard Morris, 2nd Vice Chairperson
Alberto Benzaquén, Secretary
Carleen King, Treasurer
Rabbi Jamie Gibson
Namita Dwarakanath
Luz Esneda Blandon
Mary Jayne McCullough
Kyle Webster
Isabel Ruiz-Flint

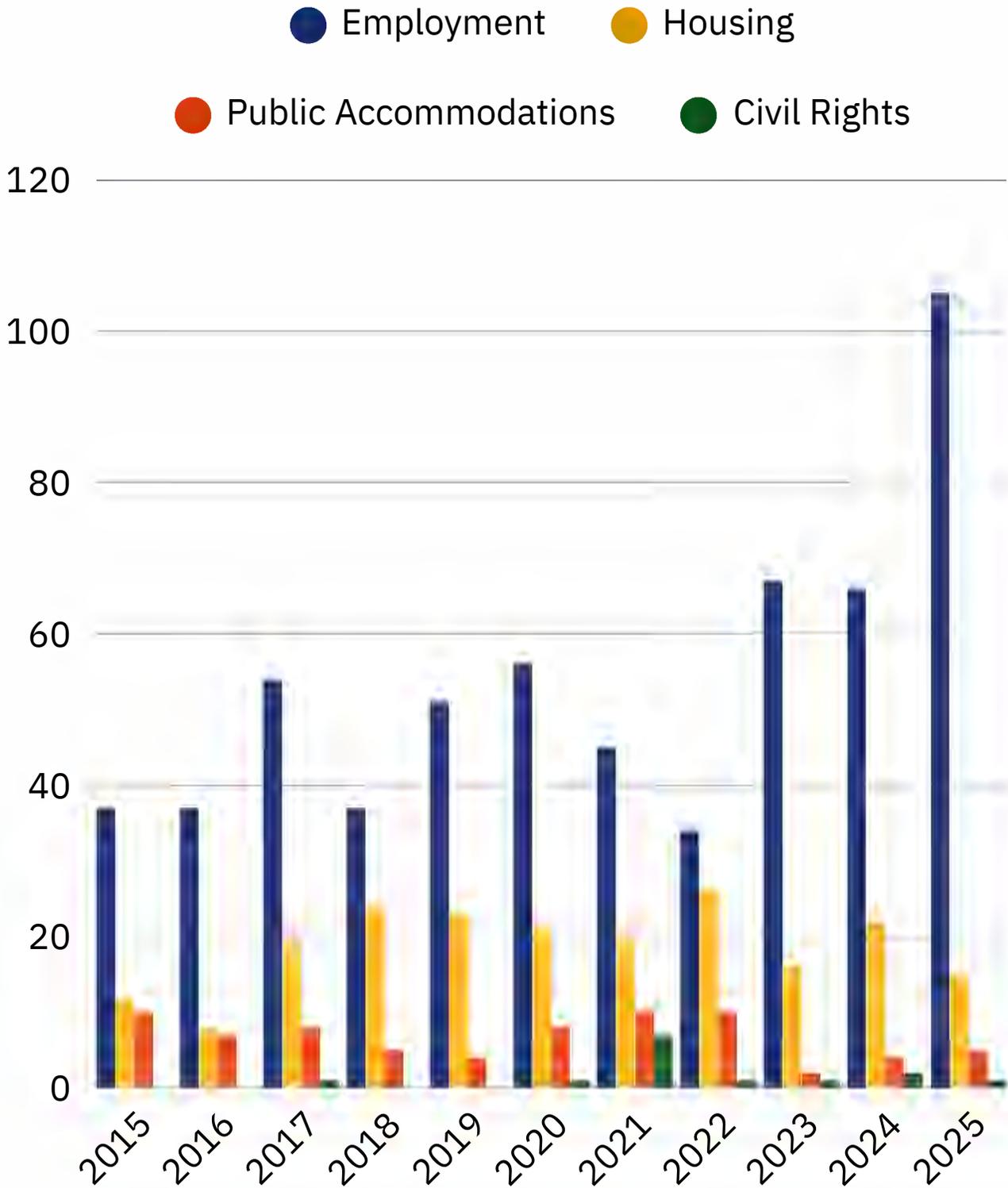


Thank you to the Rev. Liddy Barlow, who completed her service in 2025

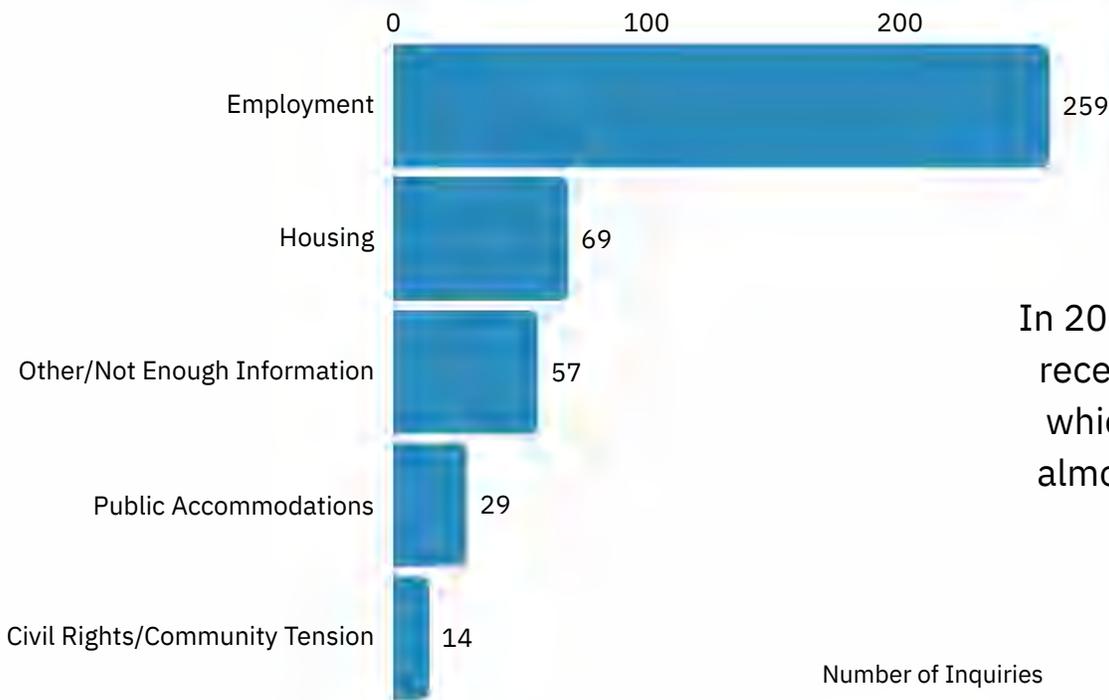
Staff



Summary of Cases 2015-2025

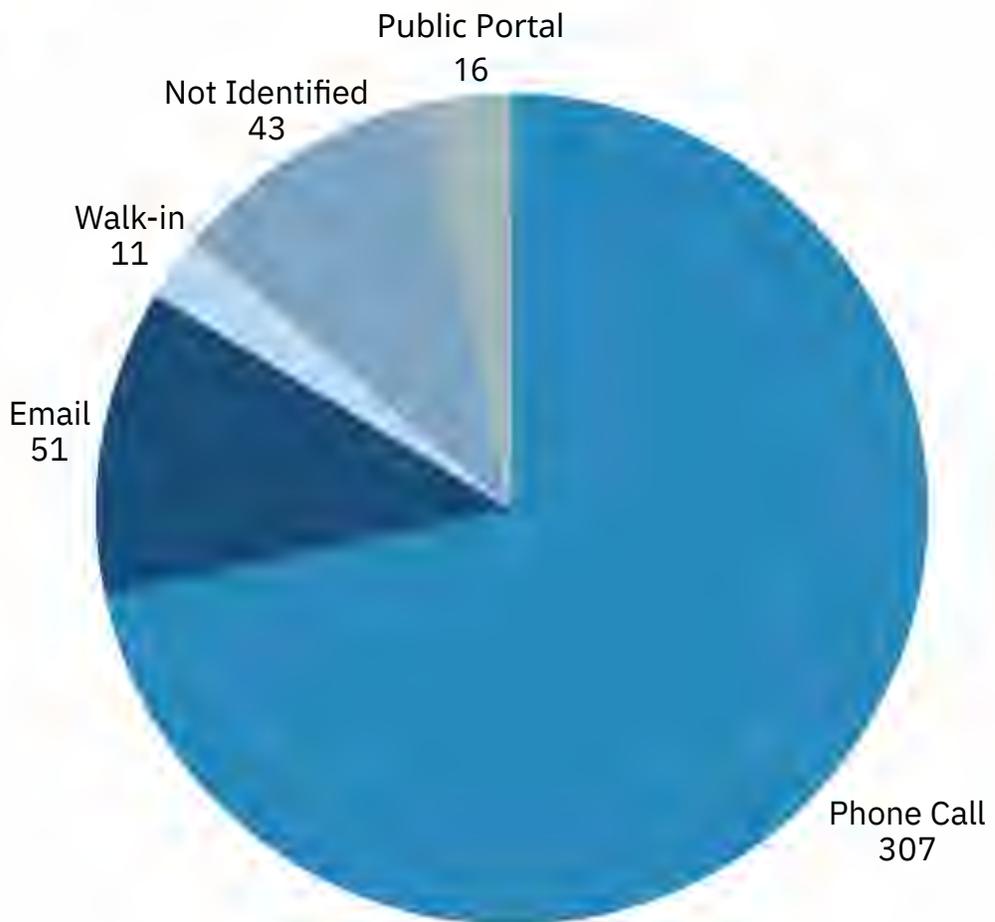


Summary of Inquiries



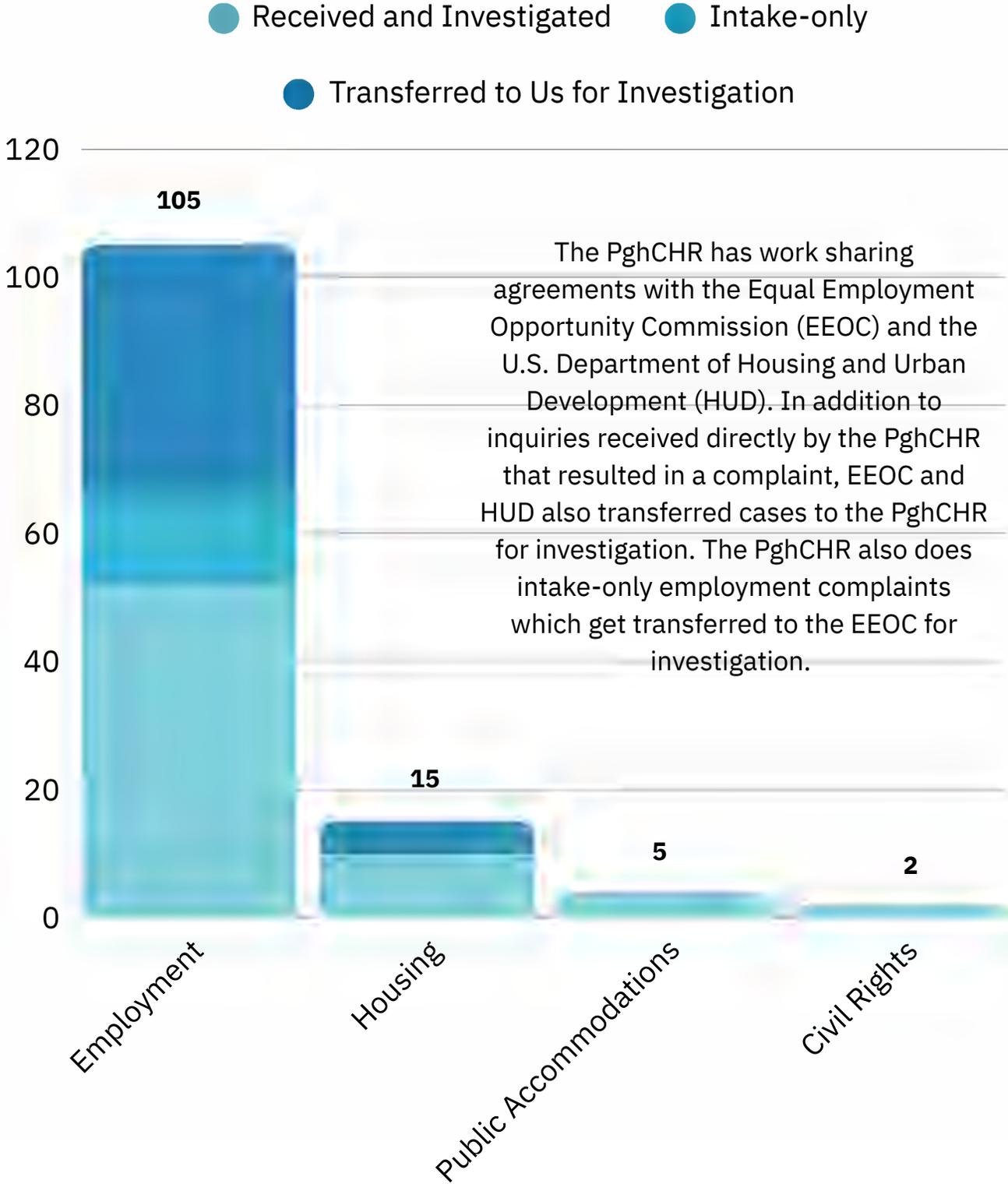
In 2025, the Commission received 428 inquiries, which is an average of almost 36 inquiries per month.

The 428 inquiries, including phone calls, voicemails, emails, in-person inquiries, and portal inquiries.



New Cases in 2025

In 2025, the PghCHR accepted a total of 126 new complaints alleging discrimination. The breakdown of the complaints is as follows:



Employment Investigations

Investigative Authority

Per the City of Pittsburgh's Home Rule Charter and code of ordinances (aka the Pittsburgh City Code, City Code, or PCC for short), PghCHR has the authority to investigate claims of employment discrimination that, if true, would violate the City Code. Additionally, because the City Code's employment protections are so similar to federal employment protections, PghCHR has a work-sharing contract with the federal Equal Employment Opportunity Commission (EEOC) to also investigate claims of employment discrimination that, if true, would violate federal law. Regardless of where the person lives, the protections are available to a person who works within the city limits of the City of Pittsburgh.

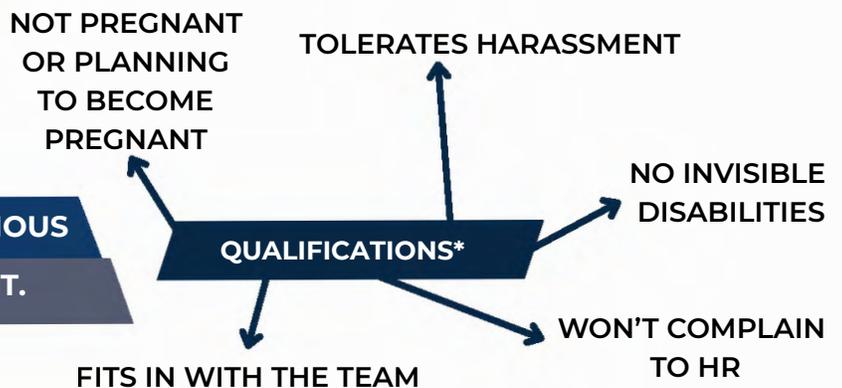


Pittsburgh-specific protected classes for employment:

- medical marijuana patients
- protective and cultural hair textures or styles
- survivors of domestic violence
- gender identity
- gender expression
- sexual orientation
- ancestry
- place of birth

LOOKING FOR A JOB?

DISCRIMINATION ISN'T ALWAYS THIS OBVIOUS BUT IT IS ILLEGAL, AND YOU CAN REPORT IT.



Employment Investigations

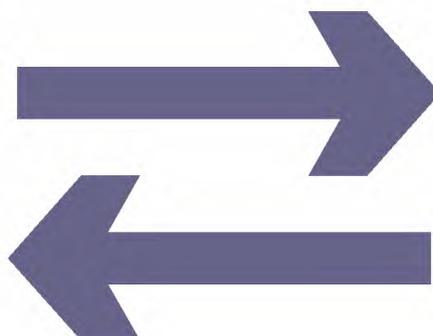
Investigative Authority Continued

PghCHR contracts with the EEOC to enforce the following federal EEO laws:

- **Title VII of the Civil Rights Act of 1964**, which prohibits discrimination in advertising, hiring, promotion, discharge, pay, fringe benefits, job training, classification, and referral because of a person's Race, Color, Religion, Sex (including Sexual Orientation, Gender Identity, and Gender Expression), Pregnancy (including Childbirth and a Medical Condition Related to Pregnancy or Childbirth), and National Origin.
- The **Age Discrimination in Employment Act (ADEA)** of 1967, which prohibits discrimination against people who are age 40 or older.
- The **Americans with Disabilities Act (ADA)** of 1990, as amended (ADAAA), which prohibits employment discrimination based on a person's disability.
- The **Equal Pay Act (EPA)** of 1963*, which prohibits discrimination in wage payments between men and women.
- The **Genetic Information Nondiscrimination Act (GINA)** of 2008, which prohibits discrimination because of genetic information, such as genetic tests of an individual or their family members and family medical history.
- The **Pregnant Worker's Fairness Act (PWFA)** of 2023, which provides for accommodations in the workplace for pregnant people.

**These cases are transferred to the EEOC for investigation per the work sharing agreement.*

The PghCHR transferred 14 intakes to the EEOC for investigation in 2025.



The EEOC transferred 39 cases to PghCHR for investigation in 2025.

Employment Cases

Below are the numbers on 2025 filings based on protected class:

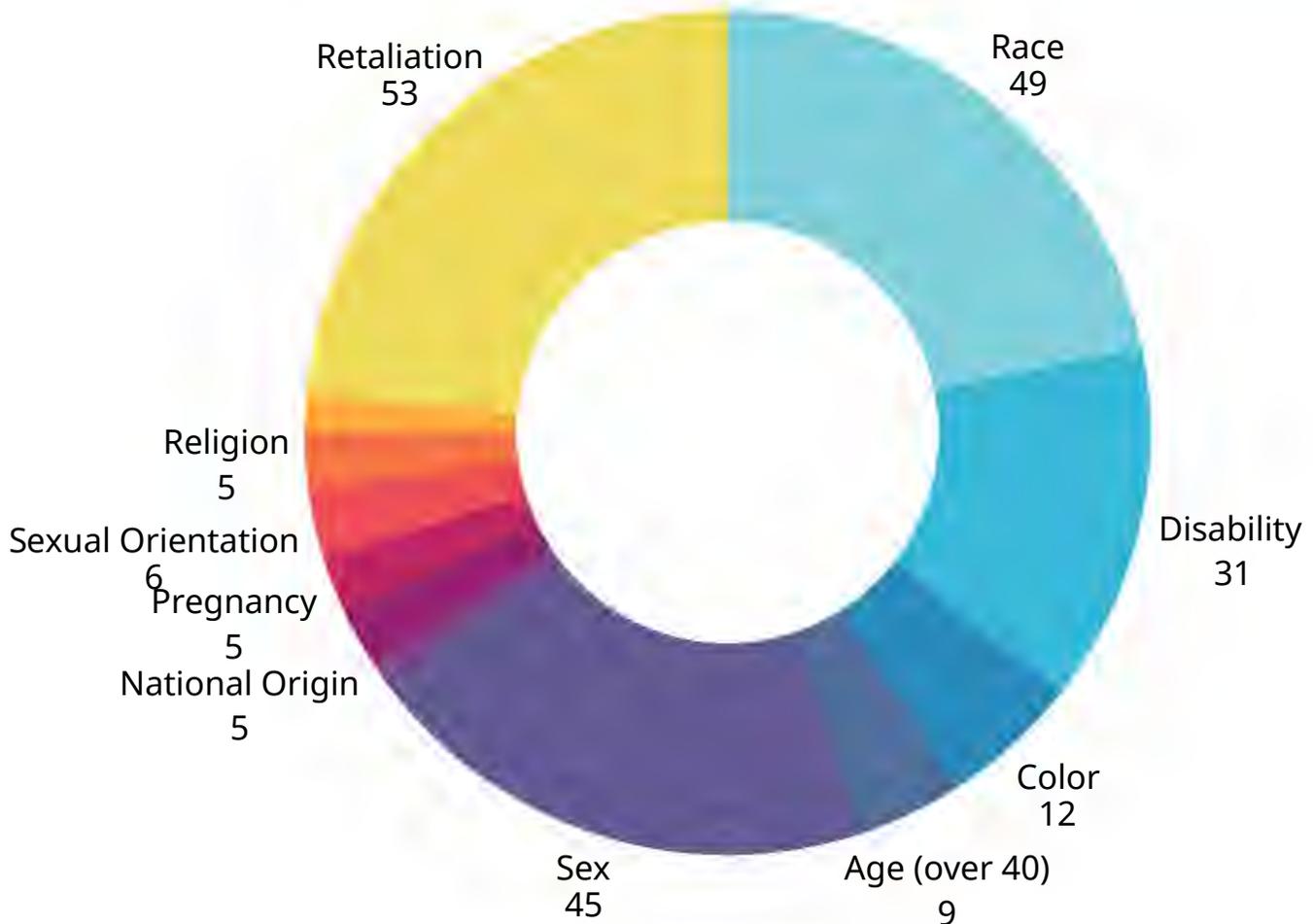
Cases Filed on One Basis:

51

Cases Filed on More Than One Basis:

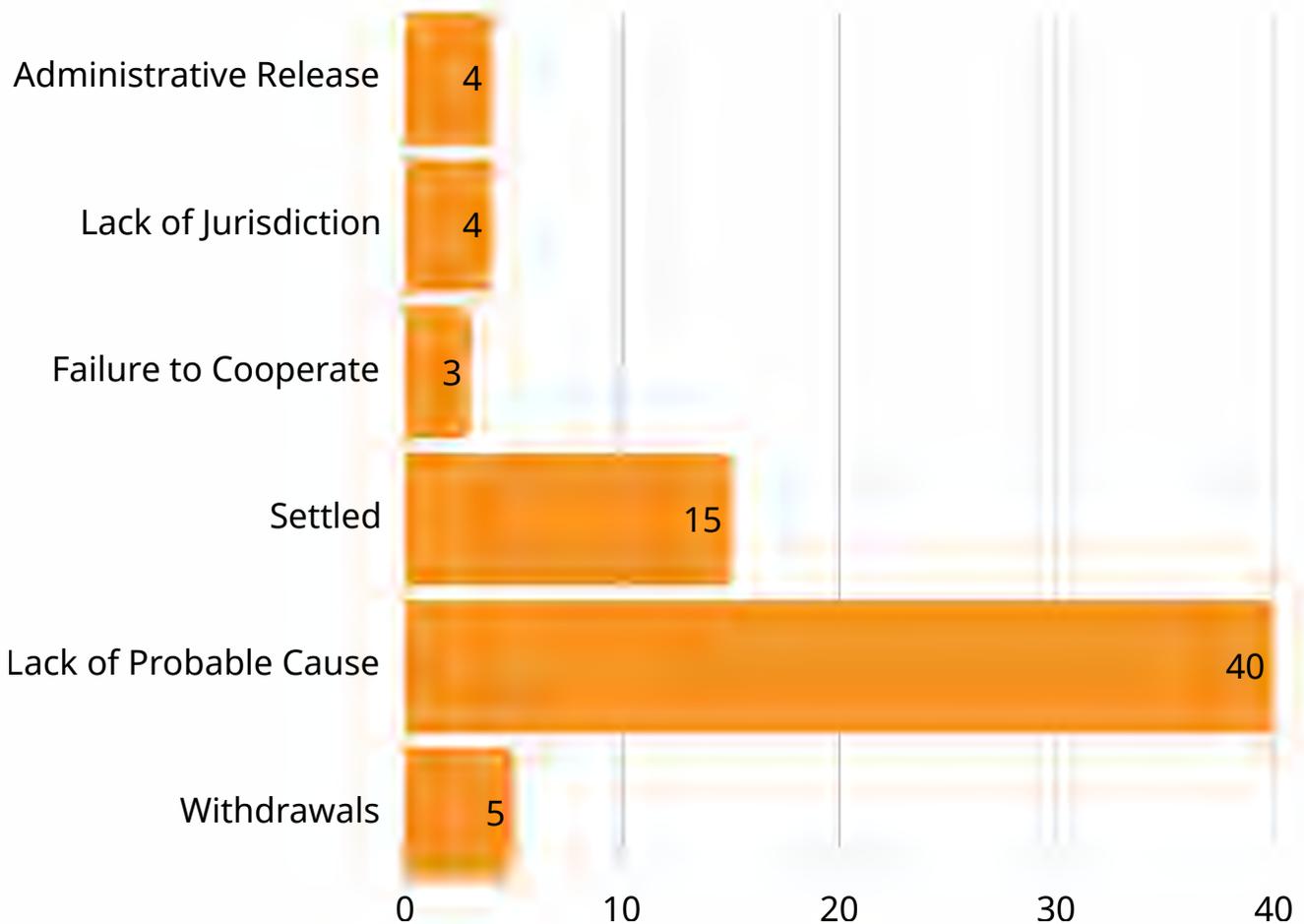
69

- Race
- Disability
- Color
- Age (over 40)
- Sex
- Gender Identity/Expression
- National Origin
- Pregnancy
- Sexual Orientation
- Religion
- Ancestry
- Retaliation



Employment Closures

In 2025, the PghCHR closed 72 employment cases. The closure types are broken down in the chart below. What is not shown is one case that was transferred to the EEOC during investigation, and the intake-only employment cases.



NOTE ON CLOSURES

Some monetary settlements also included non-monetary provisions in the agreements. The PghCHR has successfully resolved employment cases resulting in payments to Complainants ranging from \$640 to \$1M. Out of the 12 monetary settlements during 2025, a total of \$1,218,390 was paid to Complainants.

Housing Investigations

Investigative Authority

Per the City of Pittsburgh's Home Rule Charter and code of ordinances, PghCHR has the authority to investigate claims of housing discrimination that, if true, would violate the City Code. Additionally, because the City Code's housing protections are so similar to federal housing protections, PghCHR can and does contract with the U.S. Department of Housing and Urban Development (HUD) to also investigate claims of housing discrimination that, if true, would violate federal law. The requirements and prohibitions apply to nearly all housing within the city limits of the City of Pittsburgh.

QUIET LOCATION
(NO KIDS)

Federal Law

The Fair Housing Act of 1968, as amended (FHA), covers the entire United States. The FHA prohibits discrimination in nearly all housing related actions, such as advertising, rental, buying, selling, listing, insurance, financing/lending, and appraisal, because of Race, Color, National Origin, Religion, Sex (including Sexual Orientation, Gender Identity, and Gender Expression), Disability, and Familial Status. The FHA also prohibits blockbusting, redlining, and retaliating against someone for exercising their fair housing rights or participating in a fair housing investigation or lawsuit.

MUST SPEAK
ENGLISH

Pittsburgh City Code

SAFE NEIGHBORHOOD
(BACKGROUND CHECK REQUIRED)

Section 659.03 of the City Code includes the same protections and protected classes as those identified above under the FHA, including prohibitions on blockbusting, redlining, and retaliation. In addition to those protected classes, the City Code includes the following protected classes: Ancestry, Place of Birth, Status as a Survivor of Domestic Violence, Citizenship or Immigration Status, Preferred Language, Hair and Head Coverings, and Housing status

NO PETS (INCLUDING SUPPORT ANIMALS)

NOW RENTING!



HITTING A WALL WITH
YOUR HOUSING
SEARCH?

CONTACT YOUR
CIVIL RIGHTS
AGENCY TODAY

MUST BE A U.S. CITIZEN

Housing Cases

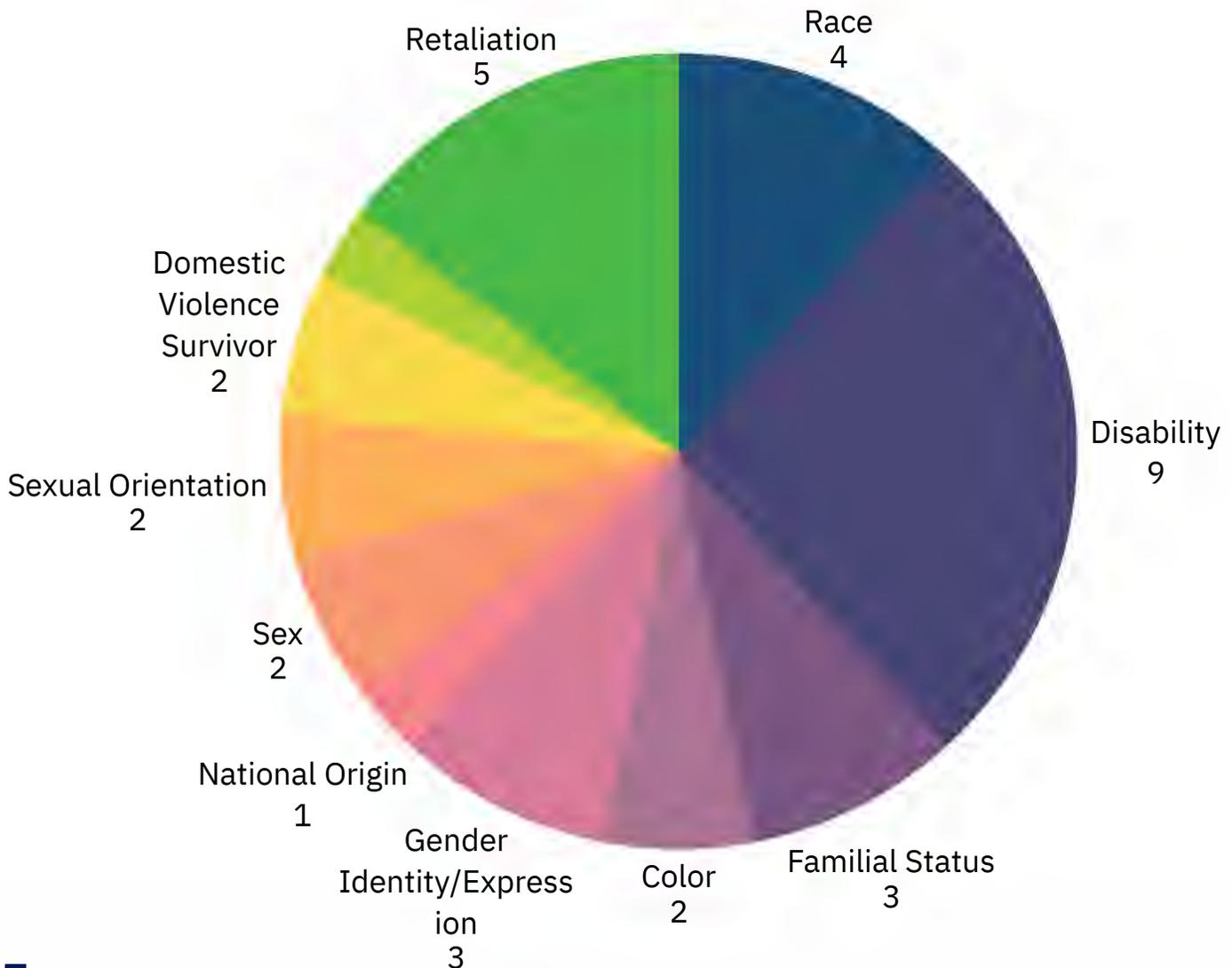
- Race
- Disability
- Familial Status
- Color
- Gender Identity/Expression
- National Origin
- Sex
- Sexual Orientation
- Domestic Violence Survivor
- Citizenship or Immigration Status
- Retaliation

New Cases Filed on One Basis:

8

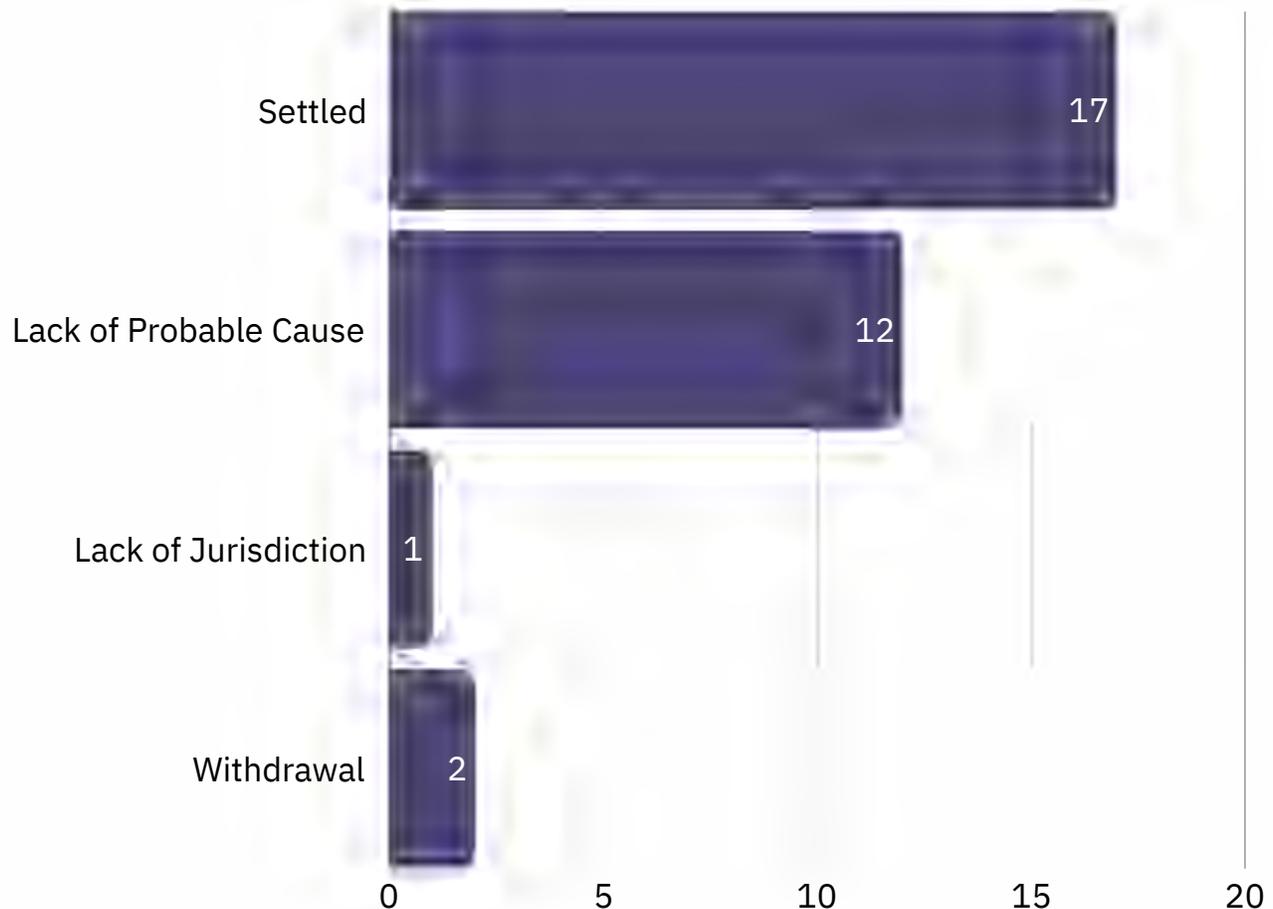
New Cases Filed on Multiple Bases:

8



Housing Case Closures

In 2025, the PghCHR closed **32 cases**. Of these, 17 cases were settled amicably. In many cases, both monetary and non-monetary remedies are awarded. Non-monetary remedies included fair housing training, monitoring, reporting to PghCHR, and policy changes.



Notes on Closures

- The Commission's HUD guidance recommends that PghCHR reaches a determination in dual-filed cases within 100 days.
- For those housing cases that receive a determination of probable cause by the Compliance Review Section, either party may elect to have the complaint heard by the Court of Common Pleas of Allegheny County, under Commission Rule 11. At that time, the Commission's housing solicitor maintains the civil action on behalf of the complainant or the Commission, at no cost to the complainant.

Public Accommodations Investigations

In the 2025 calendar year, the PghCHR accepted four new Public Accommodations cases and closed 3 Public Accommodations cases. None of these cases resolved with a settlement agreement.

Investigative Authority

Per the City of Pittsburgh's Home Rule Charter and code of ordinances, PghCHR has the authority to investigate claims of public accommodation discrimination that, if true, would violate the City Code. The requirements and prohibitions apply to nearly all public accommodations within the City of Pittsburgh. Public accommodations include retail, lodging, recreation, hospitals, transportation and other places that cater to the general public.

Pittsburgh City Code

Section 659.04 of the City Code prohibits discriminatory advertising and refusing, withholding, or denying accommodations, advantages, facilities, services or privileges, products or goods in a place of public accommodation, resort, recreation, or amusement because of the following protected classes: Race, Color, Religion, Ancestry, National Origin, Place of Birth, Sex, Sexual Orientation, Gender Identity and Gender Expression, Disability, Citizenship or Immigration Status, Preferred Language, and Hair and Head Coverings.

Civil Rights Investigations

In the 2025 calendar year, the PghCHR accepted two new Civil Rights cases, one on the basis of disability and another on the basis of sexual orientation.

Pittsburgh City Code

Section 659.07 of the City Code covers unlawful civil rights practices by any City of Pittsburgh employee, official, or agency, including City of Pittsburgh Police, while acting as a representative of the City of Pittsburgh. Specifically, to discriminate in the treatment of any person because of their protected class.

In the case of the police, such unlawful discriminatory treatment includes, but is not limited to, interviews, confrontations, detentions, investigations, interrogations, patdowns, searches, seizures, or arrests conducted because of the person's actual or perceived protected class identity or status.

Updates in 2025

This portion of the City Code had not been updated since 1996, leaving many protected classes without explicit protection. In partnership with the City Council, staff updated Section 659.07 to complete the list of protected classes and remove the barrier to filing a complaint simultaneously with the Office of Municipal Investigations.

Protected classes under this section shall include Race; Color; Religion; Ancestry; National Origin; Place of Birth; Sex; Sexual Orientation; Pregnancy; Gender Identity or Expression; Handicap or Disability, including use or training of assistance animals; Hairstyles and protective and cultural hair textures and hairstyles; Citizenship or immigration status; Preferred language; and Victims of domestic violence.

Continued Learning

Professional development is imperative for PghCHR staff. Our staff attend conferences and trainings to keep current on civil rights laws. As enforcement efforts evolve, we evolve also. New challenges arise every day, and we do our best to face them head on. Emerging issues are always in our sights.

Our staff have regular group discussions to share information, varied perspectives, and investigation techniques. We learn from and lean on one another. We also explore unconscious biases that may influence our work.

Below you will find a list of some of the trainings our staff completed in 2025:



Racial Equity in Housing

The Post-Election LGBTQIA+ Landscape

Basics of Fair Housing

Americans with Disabilities Act Title II Web & Mobile

Application Accessibility Rule

Investigative Interviewing Techniques

Tackling Employer Defenses Under the ADA

National Origin Discrimination: Workplace Issues &

Civil Rights Protections for Immigrants & Refugees

Housing Enforcement Management System Intakes

Preventing Harassment, Cultivating Civility, and

Navigating EEO When World Events Enter the

Workplace

EEOC Intersectional Discrimination

Navigating Mental Health in the Workplace

Language and Culture

Eradicate Hate Summit

Intake and Complaint Process

Fair Housing Month

Housing is a human right and essential for the stability of a community. April is National Fair Housing Month, which the Commission commemorates with a proclamation through City Council, community events, and training opportunities.



The PghCHR co-sponsored the Housing Justice Summit with the Human Rights City Alliance. Topics included:

- Building power through tenant organizing
- Housing solutions for people, not profit
- Strengthening governance for housing justice
- Cross-city collaboration & movement building

PHOTO: Keynote speaker Tracy Rosenthal

In collaboration with several local organizations, the PghCHR helped to host a film screening of **BEYOND THE BRIDGE: A Solution to Homelessness**, encouraging a housing-first approach.



Staff and Commissioners met at the North Side Allegheny Library to host a public Commission meeting and information session.



Left to right: Rev. Liddy Barlow, Rabbi Jamie Gibson, Richard Morris, Teaira Collins, Genevieve Rosselot, and Isabel Ruiz-Flint



Isabel Ruiz-Flint



Richard Morris

Compliance Review Commissioners review case summaries each month to affirm or reject an investigator's findings.



Teaira Collins

Public Hearing Commissioners hear cases that have been found to be probable cause for discrimination that could not be resolved amicably.



Rabbi Jamie Gibson



Genevieve Rosselot

Outreach and Advertising

Thanksgiving Distribution



Juneteenth



LEFT: Rita Porterfield, Rachel Shepherd, David Ellwood
 RIGHT: Teaira Collins, David Ellwood, Rita Porterfield, Chris Soult, Rachel Shepherd

Have you seen our ads?

In 2025, we had bus ads, billboards, sponsorship ads in program booklets, posters put up around town, and more!

DISCRIMINATION ISN'T ALWAYS OBVIOUS

QUIET LOCATION (NO KIDS)

NOW NO PETS (INCLUDING SUPPORT ANIMALS)

RENTING! MUST BE A U.S. CITIZEN (NO VISAS OR GREEN CARDS)

SAFE NEIGHBORHOOD (BACKGROUND CHECK REQUIRED) MUST SPEAK ENGLISH

BUT IT IS ILLEGAL, AND YOU CAN REPORT IT.

LEARN MORE AT [PITTSBURGHHPA.GOV/CHR](https://pittsburghhpa.gov/chr)

HITTING A WALL WITH YOUR HOUSING SEARCH?

CONTACT YOUR CIVIL RIGHTS AGENCY TODAY

Scan here to report from your phone

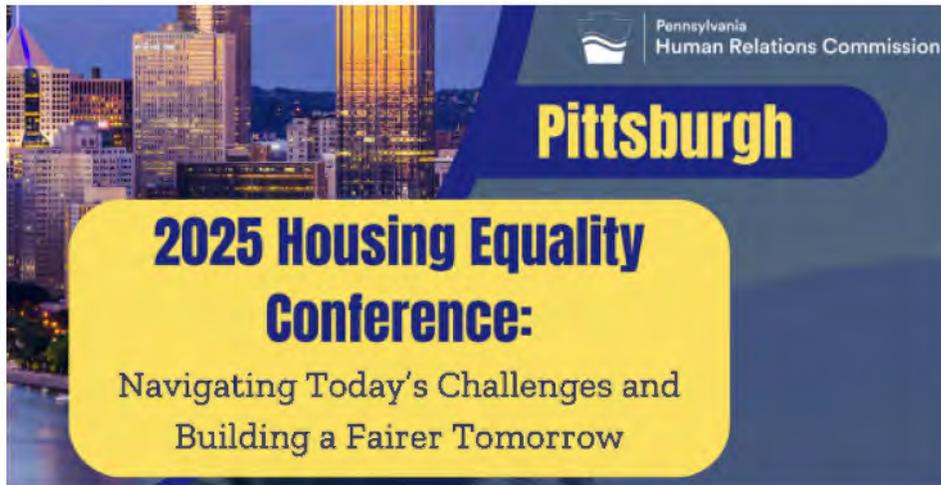


[Pittsburgh Commission On Human Relations](https://pittsburghhpa.gov)
Education · Collaboration · Enforcement

412-255-2600 human.relations@pittsburghhpa.gov

The views and/or opinions expressed by the advertiser are not necessarily those of PRT.

Partner Conferences



PghCHR participated in the lightning round on housing as a part of the Pennsylvania Human Relations Commission's annual Housing Equality Conference. The lightning round presentation was on Housing Status as a protected class in Pittsburgh.

PghCHR also provided information on its services at a community table and networked with other housing-focused organizations.



FOREGROUND: Executive Director Rachel Shepherd and Chairperson Teaira Collins

BACKGROUND: Investigators Rita Porterfield and David Ellwood

For the first time, PghCHR staff attended the Eradicate Hate Global Summit to learn more about violence prevention, early detection, and strategies in place nationwide to curb hate incidents.

As a member of Stand for All Pittsburgh, PghCHR collaborates locally to address hate and bias incidents in addition to discriminatory matters.



Deputy Director Christopher Soutl

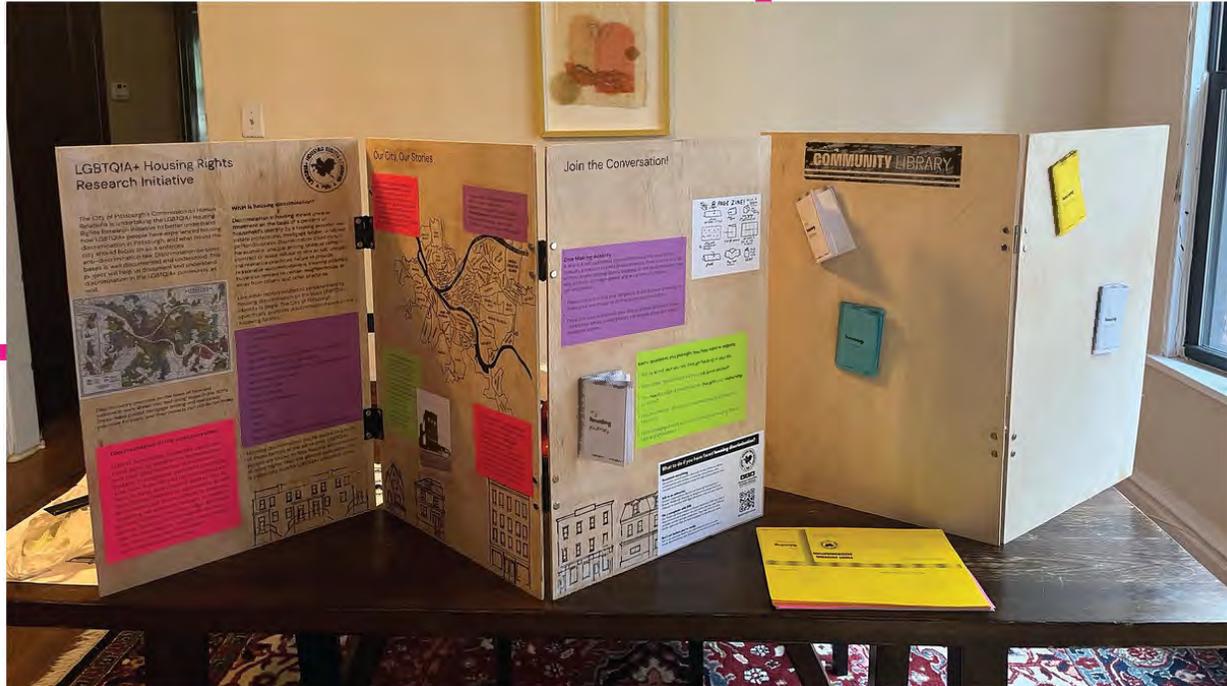
Research

PghCHR partnered with Outwith Studio to conduct a survey of the LGBTQIA+ community's experience of housing in Pittsburgh. While Pittsburgh has long had protections for sexual orientation, gender identity, and gender expression, few housing discrimination complaints are brought on these bases.

Why so few? What are the barriers to filing complaints? Is Pittsburgh really doing well with housing its LGBTQIA+ population without discriminatory issues?



Special thanks to:
June McCartin, Principal
Esti Shapiro, Associate



An exhibit created by Outwith Studio to engage the public on their experience of housing. Participants were encouraged to create a zine of what home means to them.

What the research showed

Privacy Concerns

Requirements involving legal documents and identification, which may include gender markers or names that do not align with one's gender identity and expression, often out residents or housing seekers, subjecting them to possible discrimination.

Survey respondents shared similar privacy concerns regarding the nature of their intimate and romantic relationships, especially those with same-gendered individuals and those in polyamorous or nonmonogamous relationships.



Disparate Treatment

Landlord refusal to address code violations and building safety concerns, perform routine maintenance, or respond to maintenance emergencies in a timely and urgent manner, would occur when they knew or suspected a tenant to be part of the LGBTQIA+ community. In some cases, landlords seemed to disproportionately withhold deposits from LGBTQIA+ tenants without cause, or with vague justifications that seemed to be rooted in bias.

Harassment



Survey respondents reported harassment in the form of slurs, misgendering, and sexual harassment, which were often exacerbated by landlords using their position of authority to manipulate or intimidate tenants into silence. More frequently, residents experienced intentional and persistent verbal discrimination (including misgendering) by landlords and property management officials who had access to legal documents or other private information that outed the residents as a means of demeaning and belittling them.

Community Education

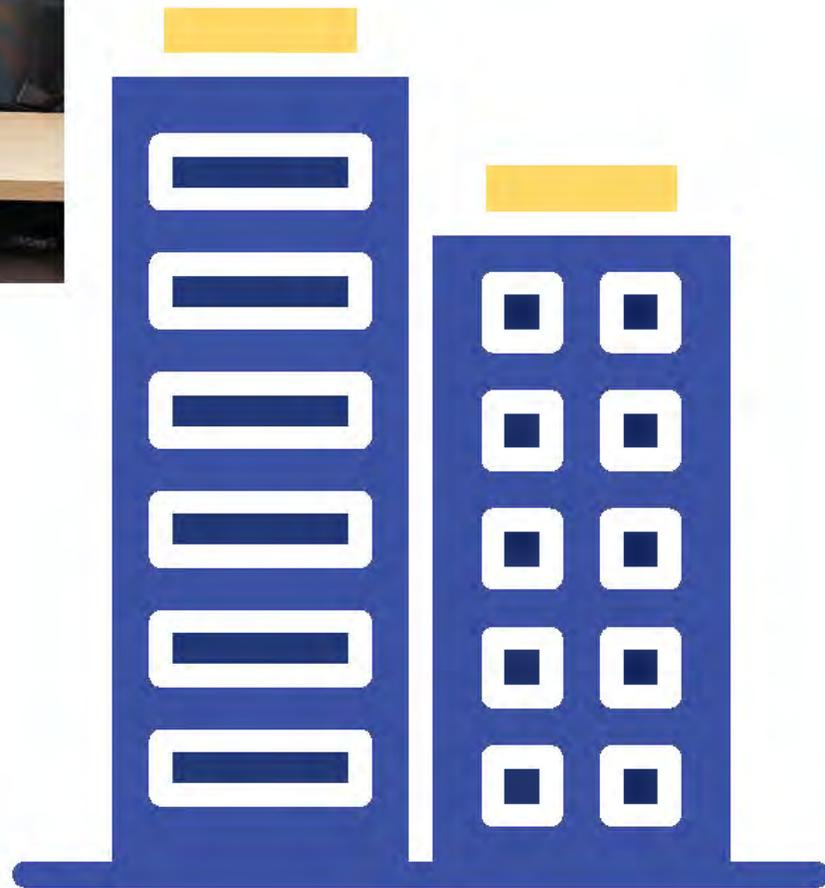


Senior Investigator Rita Porterfield

PghCHR held its second annual continued legal education (CLE) course on the administrative process for employment cases. This training was geared toward attorneys who represent complainants to inform them of the best ways to work with us, and how our process differs from the EEOC.

FREE CLE

PghCHR hosts free training to encourage Pittsburghers to learn more about their legal rights and responsibilities.



EMPLOYMENT DISCRIMINATION: THE ADMINISTRATIVE PROCESS

Fair Housing Training for Landlords

Housing discrimination is prohibited by the federal Fair Housing Act and by City Code. Do you know your rights and responsibilities as a housing provider? Join us to learn about local protections, reasonable accommodation requests, domestic violence issues, renting to families, and more. Individuals of all levels of rental experience are welcome!

This year the Fair Housing Partnership (FHP) and PghCHR held three Fair Housing for Landlords trainings. These cover fair housing law for the Pittsburgh area and beyond.

Megan Hammond of FHP



**FAIR HOUSING
PARTNERSHIP**
OF GREATER PITTSBURGH, INC.

FREE

Expanded Protections for Gender Identity/Expression in Public Accommodations

In 2025, our LGBT+ community members were targeted by federal orders. Folks who seek elective medical care in Pittsburgh cannot be denied care based on their gender identity or gender expression. While it is already implied in the Code, we added language to explicitly protect our community members in this situation.

It shall be illegal discrimination to “refuse, withhold from, or deny to any person elective medical care which would normally be provided to a person, but for that person's real or perceived gender identity or gender expression.”

A healthcare provider refuses to write a prescription for estrogen because their patient is a trans woman, but writes the same prescription for cis women going through menopause.

EXAMPLES

A surgeon refuses to conduct an elective breast reduction surgery because they suspect the person is trying to transition.

HOUSING STATUS

AS A PROTECTED CLASS

WHAT

CURRENTLY or **FORMERLY**

- not having a fixed residence residing in private or publicly owned housing
- living on the street or in a shelter
- lacking a residential rental history

If a person meets all other criteria for housing, a housing provider may not discriminate based on **ACTUAL OR PERCEIVED** housing status.

WHY

- Affordable housing is already hard to find
- Housing reduces criminal recidivism
- Economic efficiency for social supports
- Intersectionality of housing status with other protected class identities/statuses



Our proposed definition of **Housing Status**: The actual or perceived type of housing in which an individual resides, or previously resided in, whether publicly or privately owned; or the status of not having a fixed residence, including the status of living on the streets or in a homeless shelter or similar temporary residence; or currently or formerly living in transitional, temporary, or shelter housing; or lacking a residential rental housing history in whole or in part.



Pittsburgh Commission On Human Relations

Education · Collaboration · Enforcement

What is included in “not having a fixed residence”?

- living in a shelter
- living in a vehicle
- couch surfing
- living in a transitional medical facility
- living in a tent
- living unsheltered on the street



Executive Director Rachel Shepherd at
City Council

Housing status was added as a protection in October 2025.

For more information on your rights or responsibilities as they relate to this protection, visit our website or scan the QR code below.



B&O, ex-worker settle suit for \$55,000

A former East End woman has won a \$55,000 out-of-court settlement from B&O Railroad, ending a seven-year sex discrimination case.

Eleanor Jewett, now living in Fort Lauderdale, Fla., filed a complaint with the city Commission on Human Relations in 1978. Fired six weeks after getting a job as a trackworker, Jewett claimed that she lost her job because of her sex. B&O claimed she was fired because of inability.

In announcing the settlement yesterday, the Human Relations Com-

mission noted that Jewett had not been given the required evaluations during her probationary period of employment. According to the commission, the company received no complaints about Jewett's work.

Jewett's dismissal triggered a legal battle that resulted in the commission upholding Jewett's complaint in 1980. The company won a reversal in Common Pleas Court, but the commission's ruling was upheld in Commonwealth Court in 1983.

Jewett's claim was upheld again

by the state Supreme Court, ending the appeals process. Although the high court ruled that B&O was guilty of discrimination, it did not specify the amount of liability.

Gary Davis, Jewett's attorney, said B&O subsequently agreed to give Jewett \$55,000 if she promised never to seek work at the railroad again.

The settlement includes \$22,000 in legal fees and \$33,000 in lost wages, representing roughly two years' pay.

Pittsburgh Post-Gazette

5/21/1985

3 landlords fined by city commission for housing bias

By Diana Nelson Jones
Pittsburgh Post-Gazette

The Pittsburgh Commission on Human Relations has penalized landlords in Carrick, Mount Washington and Squirrel Hill in settling three complaints of housing discrimination.

One was a case the commission initiated as a result of citywide audits by the Fair Housing Partnership of Greater Pittsburgh of rental and sales policies.

Charles Morrison, director of the commission, said of 40 audits — 30 of rental policies, 10 of sales policies — the commission has initiated nine complaints. The first to be settled was against Sandra Fundy in Mount Washington for having a "no kids" policy. She was charged \$1,000 in penalties.

"There will be more complaints by the commission," said Mr. Morrison. "If it looks like something is actionable [from an audit], we will initiate a complaint and run an investigation."

Another case settled yesterday involved a tenant turning in her landlord for statements made against renting to a black tenant in Carrick.

Pamela Baumiller wanted out of her lease and a black person had inquired about taking it over. Ms.

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Pittsburgh Post-Gazette

12/23/2005

Council Approves New Commission

Council's Finance Committee has approved the creation of a Commission on Human Relations, which would merge the present Fair Employment Practices Commission and the Civic Unity Council.

The bill was sent to Council for probable enactment next Monday.

A motion to approve the legislation yesterday was introduced Councilman Patrick T. Fagan, who said:

"I have always been in favor of good public relations, good labor relations and good employer relations."

There was no further discussion of the bill, which was recommended by Mayor David L. Lawrence.

The new Commission on Human Relations will have charge of the enforcement of the Fair Employment Practices Ordinance of the City, which has not been changed from its present form.

It will have the same teeth, it was reported at the FEPC office.

Pittsburgh Press

6/16/1955

Pittsburgh Commission on Human Relations



Want to know more? Contact us for a conversation.

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