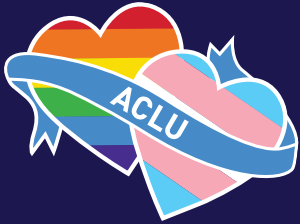


KNOW YOUR RIGHTS

Freedom
From Discrimination
in Public



Have you been discriminated against because you are transgender, lesbian, gay, bisexual or queer?

IT IS ILLEGAL IN PENNSYLVANIA TO DISCRIMINATE AGAINST TRANSGENDER AND LGBTQ PEOPLE IN

PUBLIC ACCOMMODATIONS¹

What is a public accommodation?

Any place that sells things or provides services to the general public.

Examples include:



Places to eat and sleep
(like restaurants, diners, hotels and motels)



Transportation providers
both public (like buses) and private (like taxis)



Recreation areas
(like parks and swimming pools)

Also included are ...

- Gyms
- Stores
- Clinics
- Hospitals
- Barber shops
- Beauty parlors
- Theatres
- All educational institutions for adults or children
- Banks
- Museums
- Public libraries

What are some examples of public accommodation discrimination based on sexual orientation or gender identity?

1. Staff in a place of public accommodation refuses to serve you because you are identified as transgender or LGBQ.
2. Staff in a place of public accommodation treats you differently because you are identified as transgender or LGBQ.
3. Staff in a place of public accommodation harasses you because you are identified as transgender or LGBQ.
4. Staff in a place of public accommodation stops you from using the appropriate restroom because of your gender identity or gender expression.

** Different laws apply to discrimination against you as an employee of a place of public accommodation, rather than as a customer.

I believe that I have been discriminated against in a public accommodation in the past six months because I am transgender or LGBQ! What should I do?

Please file a complaint with the ACLU-PA. Call 1-877-745-2258, and press 1 to leave a message with our legal intake department. Or you can go online to www.aclupa.org/complaint to file a complaint electronically.

If you have already filed a complaint with the Pennsylvania Human Relations Commission about this incident, we still want to hear from you! Please note this in your complaint to ACLU-PA.

- 1 Pennsylvania law prohibits discrimination based on sex by businesses (as employers or as places of public accommodation open to the public) and in housing. The Pennsylvania Human Relations Commission is processing complaints of discrimination against transgender or LGBQ people as a kind of prohibited sex discrimination. This includes discrimination by public accommodations.

I believe that I have been discriminated against in housing or employment because I am transgender or LGBQ. What should I do?

File a complaint with the Pennsylvania Human Relations Commission online at www.phrc.pa.gov/File-A-Complaint.



I am interested in learning more about the ACLU-PA's Transgender Education and Advocacy Program and how I can help protect our community from discrimination. Who should I contact?

Our organizer for the Transgender Education and Advocacy Program would love to hear from you!



Please email info@aclupa.org to learn more.

ACLU of Pennsylvania
www.aclupa.org

Requests for legal assistance:
877-745-ACLU (2258) or www.aclupa.org/complaint

Eastern Office
215-592-1513 • info@aclupa.org

Western Office
412-681-7736 • pghinfo@aclupa.org

Central Office
717-238-2258 • hbginfo@aclupa.org

ACLU
Pennsylvania