

Erie County
Human Relations Commission
Ordinance 59

Approved by Erie County Council
August 3, 2004

TABLE OF CONTENTS

	Page(s)
Article I Preamble and Statement of Legislative Intent	3
Article II Findings and Declaration of Policy	3
Article III Freedom from Discrimination	4
Article IV Definitions	4
Article V Powers and Duties	12
Article VI Procedure	16
Article VII Enforcement and Judicial Review	19
Article VIII Unlawful Discriminatory Practices in Employment	20
Article IX Unlawful Discriminatory Practices in Housing	23
Article X Prohibited Interference, Coercion, or Intimidation	31
Article XI Unlawful Discriminatory Practices in Public Accommodations	32
Article XII Religious Observance	34
Article XIII Conflict and Severability	35
Article XIV Authorization to Receive Donations	35
Article XV Amendment and Repealer Clause	35

Article I. PREAMBLE AND STATEMENT OF LEGISLATIVE INTENT

WHEREAS, the population of the County of Erie consists of people of every race, color, religion, sex, national origin, and sexual orientation;

WHEREAS, there may be discrimination against individuals;

WHEREAS, it is in the interests of all citizens of Erie County to eradicate discrimination in all of its forms;

WHEREAS, it is the intent of County Council to enact an Ordinance which promotes rights of all individuals;

WHEREAS, it is not the intent of County Council to create any protected classes or to have this Ordinance interpreted by any commission, court, or other body as elevating any one group into a protected class;

Be it known to all that the County and City of Erie have come together in a partnership to promote the rights and opportunities of all persons to participate in the social, cultural, recreational, and economic life of the County and to assure equal opportunity for all persons concerning employment, housing accommodation and commercial property, education, public accommodations, lending practices, and real estate practices without regard to race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, or disability of the person.

Article II. FINDINGS AND DECLARATION OF POLICY

A. The practice or policy of discrimination against individuals or groups by reason of their race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person, or because the person is a handler or trainer of support or guide animals, is a matter of concern in the County of Erie. Such discrimination foments domestic strife and unrest; threatens rights and privileges of the inhabitants of Erie County; and undermines the foundations of a free democratic state. The denial of equal employment, housing, and the consequent failure to utilize productive capacities of individuals to their fullest extent, deprives large segments of the population of the County of earnings necessary to maintain decent standards of living; necessitates their resort to public relief, and intensifies group conflicts, thereby resulting in grave injury to the public health and welfare, compels many individuals to live in dwellings which are substandard, unhealthful and overcrowded, resulting in racial segregation in public schools and other community facilities, juvenile delinquency, and other evils, thereby threatening the peace, health, safety, and general welfare of the County and its inhabitants.

B. It is declared to be the public policy of the County of Erie to foster the employment of all individuals in accordance with their fullest capacities, regardless of their race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person, or because the person is a handler or trainer of support or guide animals and to safeguard their right to obtain and hold employment without such discrimination, assure equal opportunities to all individuals, safeguard their rights at places of public accommodation and secure commercial housing regardless of race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person, or because the person is a handler or trainer of support or guide is hereby recognized as and declared to be a civil right which shall be enforceable as set forth in this Ordinance.

C. This article shall be deemed an exercise of the police powers of the County for the protection of the public welfare, prosperity, health, and peace of the people of Erie County. Nothing in this Ordinance shall be interpreted by any commission, court, or other body as elevating any one group into a protected class, or bestowing any greater right than those afforded individuals or groups under the Constitution of the United States of America, the Constitution of the Commonwealth of Pennsylvania, duly enacted federal laws, and duly enacted laws of the Commonwealth.

Article III. FREEDOM FROM DISCRIMINATION

The opportunity for an individual to obtain employment for which he/she is qualified, and to obtain all the accommodations, advantages, facilities, and privileges of any public accommodation and of any housing accommodation and commercial property without discrimination because of race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person, or because the person is a handler or trainer of support or guide animals is hereby recognized as and declared to be a civil right which shall be enforceable as set forth in this Ordinance.

Article IV. DEFINITIONS

As used in this Ordinance, unless a different meaning clearly appears from the context, certain terms are defined as follows. Words importing the masculine extend and shall be applied to the feminine and neuter genders.

A. The term "**accessible**" means being in compliance with the applicable standards set forth in the following:

1. the Fair Housing Act (P.L. 90-284, 42 U.S.C. § 3601 et seq.);
2. the Americans with Disabilities Act of 1990 (P.L. 101-336, 42 U.S.C. § 12101 et seq.);
3. the Act of September 1, 1965 (P.L. 459, No. 235, 71 P.S. § 1455.1 et seq.), entitled, as amended, "An act requiring that certain buildings and facilities adhere to certain principles, standards and specifications to make the same accessible to and usable by persons with physical disabilities and providing for enforcement;" and
4. the other applicable federal, state or local laws or regulations covering accessibility or accommodations.

B. The term "**Advisory Board**" shall refer to the appointed, eleven-member non-voting Board which may perform research, education, and public relations duties under the direction of the Erie County Human Relations Commission.

C. The term "**age**" includes any person forty (40) years of age or older.

D. The term "**aggrieved person**" means any person who claims to have been injured by a discriminatory practice or believes that a discriminatory practice is about to occur.

E. The term "**commercial property**" means:

1. Any building, structure, or facility, or portion thereof, which is used, occupied or is intended, arranged or designed to be used or occupied for the purpose of operating a business, an office, a manufactory or any public accommodation; and
2. Any vacant land offered for sale, lease or held for the purpose of constructing or locating thereon any such building, structure, facility, business concern or public accommodation.

F. The "**Commission**" means the Erie County Human Relations Commission (ECHRC). The terms "Commission" and "Enforcement Commission" may be and are used interchangeably herein.

G. "**Complaint**" shall refer to the initial signed statement alleging discrimination as filed with the Commission by the complainant.

H. The terms "**conciliation**" or "**conciliation conferences**" shall refer to a process of dispute resolution that is mutual and voluntary in an attempt to reach an informed settlement between the parties (see also mediation).

I. The term "**disability**" or "**handicap**," with respect to a person, means:

1. a physical or mental impairment which substantially limits one or more of such person's major life activities;
2. a record of having such an impairment; or
3. being regarded as having such an impairment, but such term does not include current, illegal use of or addiction to a controlled substance, as defined in section 102 of the Controlled Substances Act (P.L. 91-513, 21 U.S.C. §802 et seq.).
4. As used in this paragraph, the phrase:

a. "**physical or mental impairment**" includes:

- (1) any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological; musculoskeletal; special sense organs; respiratory, including speech organs; cardiovascular; reproductive; digestive; genitourinary; hemic and lymphatic; skin and endocrine or;
- (2) any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities. The term "physical or mental impairment" includes, but is not limited to, such diseases and conditions as orthopedic, visual, speech and hearing impairments, cerebral palsy, autism, epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, Human Immunodeficiency Virus infection, mental retardation, emotional illness, drug addiction (other than addiction caused by current, illegal use of a controlled substance) and alcoholism.

a-b. "**major life activities**" means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working;

b.c. **"has a record of such an impairment"** means has a history of, or has been misclassified as having, a mental or physical impairment that substantially limits one or more major life activities;

e.d. **"is regarded as having an impairment"** means:

- (1) Has a physical or mental impairment that does not substantially limit one or more major life activities, but that is treated by another person as constituting such a limitation;
- (2) Has a physical or mental impairment that substantially limits one or more major life activities only as a result of the attitudes of others toward such impairment; or
- (3) Has none of the impairments defined in paragraph (a) of this definition, but is treated by another person as having such an impairment.

J. The term **"complainant"** means the person (including the Commission) who files a complaint under this Ordinance.

K. The term **"discriminate" or "discrimination"** means any difference in treatment in hiring, referring for hire, promoting, training, membership in employee or labor organizations, the sale, lease, rental or financing of housing, rendering service in places of public accommodation, because of race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person, or because the person is a handler or trainer of support or guide animals. The term "discrimination" includes segregation, and also includes any act that is unlawful under this Ordinance.

L. The term **"employee"** does not include (1) any individual employed in agriculture or in the domestic service of any person; (2) any individuals who, as a part of their employment, reside in the personal residence of the employer; (3) any individual employed by said individual's parents, spouse or child.

M. The term **"employer"** includes Erie County or any political subdivision or board, department, commission, or school district thereof and any person employing four or more persons within the County, but except as hereinafter provided, does not include religious, fraternal, charitable, or sectarian institutions or organizations, except such institutions or organizations supported, in whole or in part, by governmental appropriations. The term "employer" with respect to discriminatory practices based on race, color, age, sex, national origin, or non-job related disability, includes religious,

fraternal, charitable and sectarian institutions or organizations employing four or more persons within the County.

N. The term "**employment agency**" includes any person regularly undertaking, with or without compensation, to procure opportunities to work or to procure, recruit, refer or place employees.

O. The term "**Fair Housing Act**" means (P.L. 90-284, 42 U.S.C. § 3601 et seq.).

P. The term "**familial status**" means one or more individuals who have not attained the age of eighteen years being domiciled with:

1. a parent or other person having legal custody of such individual or individuals; or
2. the designee of such parent or other person having such custody, with the written permission of such parent or other person.

NOTE: The protections afforded against discrimination on the basis of familial status shall apply to any person who is pregnant or is in the process of securing legal custody of any individual who has not attained the age of 18 years.

Q. The term "**housing accommodation**" includes: (1) any building, structure, mobile home site or facility, or portion thereof, which is used, occupied or is intended, arranged or designed to be used or occupied as the home residence or sleeping place of one or more individuals, groups, or families whether or not living independently of each other; and (2) any vacant land offered for sale, lease or held for the purpose of constructing or locating thereon any such building, structure, mobile home site or facility. The term "**housing accommodation**" shall not include any personal residence, limited to the exceptions in §804(except (c)) of the Fair Housing Amendments Act of 1988.

R. The term "**housing for older persons**" means housing:

1. provided under any state or federal program that the HUD Secretary determines is specifically designed and operated to assist elderly persons (as defined in the state or federal program and subordinate to the Secretary of Housing and Urban Development or
2. intended for, and solely occupied by, persons 62 years of age or older; or
3. intended and operated for occupancy by persons 55 years of age or older, and:

- a. at least 80 percent of the occupied units are occupied by at least one person who is 55 years of age or older;
- b. the housing facility or community publishes and adheres to policies and procedures that demonstrate the intent required under this subparagraph; and
- c. the housing facility or community complies with rules issued by the Commission for verification of occupancy, which shall:

- (i) (1) provide for verification by reliable surveys and affidavits; and
 - (2) include examples of the types of policies and procedures relevant to a determination of compliance with the requirement of clause (I). Such surveys and affidavits shall be admissible in administrative and judicial proceedings for the purposes of such verification.

Formatted: Bullets and Numbering

NOTE: The authority to determine whether any federal program "is specifically designed or operated to assist elderly persons" is vested in the HUD Secretary. See 24 CFR §§ 100.302 and 115.203(d).

S. The term "**independent contractor**" includes any person who is subject to the provisions governing any of the professions and occupations regulated by state licensing laws enforced by the Bureau of Professional and Occupational Affairs in the Department of State.

T. The term "**labor organization**" includes any organization which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment or of other mutual aid or protection in relation to employment.

U. The term "**lending institution**" means any bank, insurance company, savings and loan association or any other person or organization regularly engaged in the business of lending money, guaranteeing loans, purchasing loans or providing other financial assistance which is either secured by residential real estate or is, for the purpose of purchasing, constructing, improving, repairing or maintaining a dwelling, or engaged in the selling, brokering, or appraising of residential real property.

V. The term "**mediation**" shall refer to a process of dispute resolution that is mutual and voluntary in an attempt to reach informed settlements between parties. "Mediation" is facilitated by an outside, neutral third party.

W. The term "**non-job-related disability**" means any disability that does not substantially interfere with the ability to perform the essential functions of the employment for which a disabled person applies, is engaged in, or has been engaged

in. Uninsurability or increased cost of insurance under a group or employee insurance plan does not render a disability job-related.

X. The term "**owner**" includes lessee, sub lessee, assignee, manager, agent or any other person having the right of ownership or possession or the authority to sell, rent, or lease any housing accommodation, including the County and its departments, boards, and commissions.

Y. "**Panel Advisor**" means an attorney appointed by the Commission to serve as their advisor during the hearing of complaints. He/she shall serve as legal advisor to the Commission and shall be totally separate from the staff who gives fact-finding assistance to complainants. Following a hearing the Panel Advisor will submit to the Hearing Panel and then to the entire Commission the Panel's recommended findings of fact, conclusions, of law, legal opinion and order. He/she shall be paid pursuant to the provisions of the existing County budgeting procedures.

Z. The "**person**" includes one or more individuals, partnerships, associations, organizations, corporations, legal representatives, trustees in bankruptcy, or receivers. It also includes, but is not limited to, any owner, lessor, assignor, builder, manager, broker, salesman, agent, employee, independent contractor, lending institution, the Commonwealth of Pennsylvania, and all political subdivisions, authorities, boards, and commissions thereof, including the County of Erie.

AA. The term "**personal residence**" means any single-family house sold or rented by an owner, provided:

1. that such private individual owner does not own more than three such single-family houses at any one time;
2. that in the case of the sale of any such single-family house by a private individual owner not residing in such house at the time of such sale or who was not the most recent resident of such house prior to such sale, the exemption granted by this subsection shall apply only with respect to one such sale within any twenty-four month period;
3. that such bona fide private individual owner does not own any interest in, nor is there owned or reserved on his behalf, under any express or voluntary agreement, title to, or any right to all or a portion of the proceeds from the sale or rental of more than three such single-family houses at any one time;
4. that after December 31, 1969, the sale or rental of any such single-family house shall be excepted from the application of this Ordinance only if such house is sold or rented:

- a. without the use in any manner of the sales or rental facilities or the sales or rental services of any real estate broker, agent, or salesman, or of such facilities or services of any person in the business of selling or renting dwellings, or of any employee or agent of any such broker, agent, salesman, or person; and
- b. without the publication, posting, or mailing, after notice, of any advertisement or written notice in violation of the Ordinance but nothing in this proviso shall prohibit the use of attorneys, escrow agents, abstractors, title companies, and other such professional assistance as necessary to perfect or transfer the title.

The term "**personal residence**" is limited to rooms or units containing living quarters occupied or intended to be occupied by no more than two (2) families living independently of each other, if the owner actually maintains and occupies one of such living quarters as his residence. "Personal Residence" as defined is limited to the exceptions set forth herein in Article IX.

BB. The term "**public accommodation, resort or amusement**" means provision of service; or any place which is open to, accepts, or solicits the patronage of the general public; or offers goods or services to the general public; the Commonwealth of Pennsylvania, and all political subdivisions, authorities, boards and commissions thereof, including the County of Erie. The term "public accommodation" shall not include any accommodations that are in their nature distinctly private, personal and confidential.

CC. The term "**real estate-related transaction**" means any of the following:

1. the making or purchasing of loans or providing other financial assistance --
 - a. for purchasing, constructing, improving, repairing or maintaining a housing accommodation or commercial property; or
 - b. secured by real estate; or
2. the selling, brokering, or appraising of real property.

DD. "**Real estate broker**" means any natural person, partnership, association, or corporation who, for a fee or other valuable consideration or other purposes, sells, purchases, exchanges, rents, negotiates, or offers or attempts to negotiate, the sale, purchase, exchange or rental of the real property of another, or holds himself out as engaged in the business of selling, purchasing, exchanging or renting the real property

of another, or collects rent for the use of the real property of another or attempts to secure the listing for sale or rental of a housing unit by representing that a change has occurred or will or may occur with respect to the age, racial, religious creed, ethnic, disability, the use of a guide or support animal, sex, sexual orientation, or familial status, composition of the street, block, neighborhood, or area in which such housing accommodation is located.

EE. **"Real estate sales person or agent"** means any person employed by a real estate broker to perform, or to assist in the performance of any or all of the functions of a real estate broker, or providing any services in connection therewith.

FF. **"Sexual orientation"** means male or female heterosexuality, homosexuality, bisexuality, or any other gender identity, excluding any activity of a sexual nature prohibited by Title 18 of the Pennsylvania Consolidated Statutes or any other law of the Commonwealth of Pennsylvania.

Article V. ERIE HUMAN RELATIONS COMMISSION: POWERS AND DUTIES

A. There is hereby established the Erie County Human Relations Commission. The Commission shall be composed of two bodies: the Enforcement Commission and an Advisory Board (the research and educational arm of the commission). Members of both bodies shall be County residents, selected from a broadly and diverse representative cross-section of the racial, ethnic and economic groups, sympathetic with the principles and purposes of this Ordinance and shall serve without compensation.

1. The nine (9) Enforcement Commissioners shall consist of seven (7) members appointed by the Erie County Council, one member appointed by the County Executive with no ratification by County Council, and one appointed by the Erie City Council.
2. The Advisory Board shall consist of eleven (11) members, seven (7) appointed by Erie County Council and four (4) appointed by Erie City Council.

B. Members of the Human Relations Commission and Advisory Board shall be appointed as follows:

1. Each member of Erie County Council shall appoint an Enforcement Commissioner and one person to the Board of Advisors, subject to the ratification of County Council. The County Executive shall appoint one (1) Enforcement Commissioner without ratification by County Council.

2. One (1) Enforcement Commissioner and four (4) members of the Advisory Board shall be appointed by the City of Erie with due regard to the appointment rules and procedures set up by Erie City Council.
3. Terms of Enforcement Commissioners and the Advisory Board shall be four years. However, any vacancy shall be filled for the unexpired terms in the same manner as original appointments. Members may be re-appointed. A Commissioner or Advisor whose term has expired shall continue to serve until replaced by a duly appointed, approved, and confirmed Commissioner.

C. Any five (5) Enforcement Commissioners and any six (6) Advisors shall constitute a quorum (one more than a majority of those appointed) and a majority vote of those present at any meeting of the respective bodies shall be sufficient for any official action taken, with the exception of those acts which initiate legal action in cases without a complainant, which require the approval of two thirds (2/3) of the full membership of the Commission. At any joint meeting of Commissioners and Advisors, only Commissioners shall have the power to vote on any action.

D. Upon adoption of this Ordinance by County Council, the Commission is hereby vested with the authority to administer and enforce this Ordinance and in connection therewith it shall have the following powers and duties:

1. To establish and maintain a central office in the County, at a prominent place within metropolitan Erie that is accessible by public transportation and has parking facilities;
2. To meet and function regularly anywhere in the County;
3. To appoint attorneys to render legal advice from time to time to Enforcement Commissioners on matters appearing before them;
4. To appoint employees and agents as the Commission may deem necessary, select the position classification, and prescribe their duties. The duties and compensation for such employees shall follow established County personnel policies.
 - a. Staff duties are to be defined in a Human Relations Commission Practices and Procedures manual and shall:
 - (1) The responsibility to initiate² receive, investigate and pass upon complaints charging unlawful discriminatory practices;

² In order for the Commission to initiate legal action in cases without a complainant, a vote of two thirds (2/3) of the full membership of the Commission will be required.

- (2) To assist the Commission to otherwise enforce the Ordinance.
5. To adopt, promulgate, amend, or rescind rules and regulations to effectuate the policies and provisions of this Ordinance and to forward such recommendations to Erie County Council for its approval.
6. To the Board of Advisors, the Enforcement Commissioners assign the responsibility for public relations, research and education. The Board of Advisors may examine patterns and practices of discrimination in our community. The Board may foster, through research, community education, and outreach, good will among the groups and elements of the population of the County.
7. Subject to approval by the Enforcement Commissioners, the Board of Advisors shall issue such reports and such results of investigations and research as, in its judgment, will tend to promote good will and minimize or eliminate discrimination.
8. To prepare and distribute fair practices notice;
9. From time to time, but not less than once a year, a report to Council, describing in detail the investigations, proceedings, hearings and studies it has conducted and their outcome, the decisions it has rendered and the other work performed by it and make recommendations for such further legislation concerning abuses and discrimination because of race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person, or because the person is a handler or trainer of support or guide animals, as may be desirable;
10. To elect one of its members as chairperson and such other officers as it may deem necessary;
11. To request other departments, boards and commissions of Erie County government to assist in the performance of its duties and such other departments, boards and commissions and shall cooperate fully with the Commission in regard to claims of discrimination;
12. To inspect, upon request, such records of the Commonwealth or any political subdivision, board, department, commission or school district thereof as it may deem necessary or advisable to carry into effect the provisions of this Ordinance;

13. To investigate where no complaint has been filed, but with the consent of at least two-thirds (2/3) of the full membership of the Enforcement Commission any problem of discrimination with the intention of avoiding or preventing discrimination and promoting equal opportunity for all.
14.
 - a. To hold hearings, subpoena witnesses, compel attendance, administer oaths, take testimony of any person under oath or affirmation and, in connection therewith, to require the production for examination of any books and papers relating to any matter under investigation where a complaint has been properly filed before the Commission. The Commission may make rules as to the issuance of subpoenas by individual Commissioners. In case of contumacy or refusal to obey a subpoena issued to any person, any court of jurisdiction, upon application by the Commission, may issue to such person an order requiring such person to appear before the Commission, to produce documentary evidence, if so ordered, or to give evidence touching the matter in question, and any failure to obey such order of the court may be punished by such court as a contempt thereof.
 - b. No person shall be excused from attending and testifying or from producing records, correspondence, documents or other evidence in obedience to the subpoena of the Commission or of any individual Commissioner, on the ground that the testimony or evidence required of him may tend to incriminate him or subject him to a penalty or forfeiture, but no person shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matter or thing concerning which he is compelled after having claimed his privilege against self-incrimination, to testify or produce evidence, except that such person so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying. The immunity herein provided shall extend only to natural persons so compelled to testify.

E. BYLAWS: The Erie County Human Relations Commission shall prepare and submit Bylaws to Erie County Council for their approval. Bylaws may be amended by a majority vote of the regular members of the Commission. The Commission may seek the advice of the Advisory Board at any duly called joint meeting. Proposals for amending the Bylaws should be set forth in writing to all members of the Commission and Advisory Board at least twenty (20) days before the meeting at which the amendment is to be voted on. Amendments must be ratified by Erie City and County

Councils. The members of the Commission and Advisory Board shall annually elect from their own number a chairman, vice-chairman and secretary. These officers shall serve until the first Monday of January of each year.

F. MEETINGS: All meetings of the Erie County Human Relations Commission and its Board of Advisors will be held in accordance with the Pennsylvania Sunshine Act and in handicapped accessible facilities.

Article VI. PROCEDURE

A. Any person claiming to be aggrieved by an alleged unlawful discriminatory practice, may make, sign, and file with the Commission a verified complaint in writing which shall state the name and address of the person alleged to have committed the unlawful discriminatory practice and the particulars thereof. The complaint shall also contain such other information as may be required by the Commission. The Commission, upon its own initiative, may in like manner sign and file a complaint. The complainant shall have the power to fairly and reasonably amend any complaint, and the respondent shall have the like power to amend an answer. The Commission's right to amend a complaint is hereby limited to those complaints initiated and filed by the Commission.

B. After the filing of any complaint the Commission shall make a prompt investigation. In the conduct of such investigation the Commission may issue subpoenas to any person to furnish information, records, and other documents. The Commission must commence proceedings within thirty (30) days of receipt of the complaint. The Commission shall complete its investigation of a complaint within 100 days of receipt of the complaint, unless otherwise impracticable and, then, upon written notification and explanation of such impracticability to all parties. Administrative disposition of a complaint shall be within one (1) year of its filing and, if otherwise impracticable, upon written notification to all parties of the reasons for such impracticability.

C. At the time of filing a complaint, the Commission shall advise the complainant of the time limits and choice of forums and advise the respondent of procedural rights.

D. Upon the filing of a complaint, the Commission shall send a copy of the complaint to the complainant and to the named respondent within ten (10) days from the date of docketing the complaint, unless otherwise required by the Fair Housing Act.

E. A respondent shall file a written, verified answer to the complaint within thirty (30) days of service of the complaint, unless otherwise required by the Fair

Housing Act. The Commission, upon request of the respondent, may grant an extension of not more than thirty (30) additional days, unless otherwise required by the Fair Housing Act.

F. If after thirty (30) days (in no case more than sixty (60) days with an extension granted by the Commission) a respondent fails to answer the complaint, the allegations contained within said complaint will be deemed admitted by respondent and the Commission will proceed as if respondent had filed an answer admitting the allegations contained within the complaint.

G. After service of the complaint, the Commission shall encourage voluntary and informed predetermination settlements between parties. Any settlements reached by the parties may be monitored by the Commission.

H. If it is determined after such investigation that there is no basis for the allegations of the complaint, the Commission shall, within ten (10) days from such determination, cause to be issued and served upon the complainant and respondent written notice of such determination. The notices shall also state that the complaint will be dismissed unless within ten (10) days after such service the complainant or his attorney file, with the Commission, a request for a review hearing. The Commission shall, upon request for such a hearing, provide the complainant and his attorney, if any, an opportunity to appear before the Commission, a member thereof or a staff representative of the Commission, at the election of the Commission to present such additional information as may be available to support the allegations of the complaint. If, after such a hearing, the Commission or its representative determines there is no basis for the allegation, the complaint shall be dismissed and there shall be no appeal from such a decision.

I. If the Commission, after investigation, determines that probable cause exists, the Commission shall promptly issue a charge and immediately endeavor to eliminate the unlawful discriminatory practice complained of by conference, conciliation, and persuasion. Any conciliation agreement arising out of conciliation efforts by the Commission shall be an agreement between the respondent and the complainant and shall be subject to the approval of the Commission. Each conciliation agreement shall be made public unless the complainant, respondent, and Commission all agree that disclosure is not required to further the purposes of this Ordinance.

J. If the Commission, in its discretion, finds it is not possible to eliminate such unlawful practices by persuasion, the Commission shall cause to be issued and served a written notice, together with a copy of such complaint as originally filed or as the same may have been amended by the Commission, requiring the respondent to answer the charges of such complaint at a hearing before the Commission at a time and place to be specified in such notice. The Commission may designate one or more of its members to preside at such meeting, or it may at its election conduct such hearing en banc.

1. Whenever notice of a hearing has been given under this subsection, and an election procedure is required by the Fair Housing Act, either party may elect to have the claim asserted in the complaint decided in a civil action brought under the original jurisdiction of the Court of Common Pleas of Erie County. The written notice of the Commission shall inform the parties of this right. An election must be made within twenty (20) days after receipt of the notice of hearing. If an election for civil action is made by either party, the Commission shall, within thirty (30) days from the date of election, commence and maintain a civil action on behalf of the complainant.

K. The case in support of the complaint shall be presented to the Commission by its attorney or by a member of its staff. The respondent may file a written verified answer to the complaint and appear at such hearing in person or with counsel. The Commission shall not be bound by the strict rules of evidence prevailing in courts of law or equity. The testimony taken at the hearing shall be under oath and shall be recorded by a stenographer and shall be transcribed if necessary.

L. If, upon all the evidence at the hearing, the Commission finds that the respondent has been engaged in or is engaged in any unlawful discriminatory practice, the Commission shall state its findings of fact and shall issue and cause to be served on the respondent an order requiring the respondent to cease and desist from such unlawful discriminatory practice or practices and to take such affirmative action, including, but not limited to hiring, reinstatement, or upgrading of employees, with or without back pay, restoration to membership in any respondent labor organization, or the extension of full, equal, and unsegregated accommodations, advantages, facilities and privileges to all persons, and/or such other equitable and civil remedies including but not limited to compensatory damages, attorneys' fees, verifiable reasonable out-of-pocket expenses, costs, and the assessment of a civil penalty as available under the Pennsylvania Human Relations Act, Act of Oct. 27, 1955, (P.L. 744, No. 222), as amended, as, in the judgment of the Commission, will effectuate the purpose of this Ordinance, and including a requirement for report of the manner of compliance.

M. If, upon all the evidence, the Commission finds that the respondent has not engaged in any unlawful discriminatory practice, the Commission shall state its findings of fact and shall dismiss the complaint. Notice of such action shall be given to the complainant and respondent.

N. Any complaint filed pursuant to this section must be so filed within one hundred and eighty (180) days after the alleged act of discrimination has occurred or terminated unless otherwise required by the Fair Housing Act. Any complaint may be withdrawn at any time by the party filing the complaint.

O. In all situations which may require prompt judicial relief, including those situations when it appears that a housing unit or units involved in a complaint may be sold, rented, or otherwise disposed of before a determination of the case has been made, and the Commission shows probable cause for the complaint, the Court of Common Pleas of Erie County may issue an injunction restraining the complained of activity, including injunction of the sale, rental, or other disposition of the unit or units, except in compliance with the order of court. The court may attach to any such injunction granted such other conditions as it deems proper. Such injunction, if issued, shall be of no more than thirty (30) days' duration. If an extension of time is required, this extension may be granted at the discretion of the court but, a reasonable bond may be required by the court before granting such extension.

P. In cases involving a claim of discrimination, if a complainant invokes procedures set forth in this Ordinance, that individual's right of action in the courts of the Commonwealth shall not be foreclosed. The aggrieved person may seek civil enforcement of the law or Ordinance by commencing an action in an appropriate court at least one year after the occurrence or termination of the alleged discriminatory housing practice. If the court finds that the respondent has engaged in or is engaging in an unlawful discriminatory practice charged in the complaint, the court shall enjoin the respondent from engaging in such unlawful discriminatory practice and order affirmative action which may include, but is not limited to, reinstatement or hiring of employees, granting of back pay, compensatory, punitive damages, attorneys' fees, or any other legal or equitable relief as the court deems appropriate.

Article VII. ENFORCEMENT AND JUDICIAL REVIEW

The complainant, the County or the Commission may secure enforcement of the order of the Commission or other appropriate relief. When the Commission has heard and decided any complaint before it, enforcement of its order shall be initiated by the filing of a petition in such court, together with a transcript of the record of the hearing before the Commission, and issuance and service of a copy of such petition as in proceedings in equity.

A copy of the Commission's testimony shall be available at all reasonable times to all parties for examination without cost, and for the purpose of enforcement or judicial review of the order.

A final order entered by the Commission is an appealable order. If relief is sought from the Court, said Court may make an order or decree enforcing, modifying, or setting aside, in whole or in part, the order of the Commission. The jurisdiction of the Court shall not be limited by acts pertaining to equity jurisdiction of the Courts. Any failure to obey an order of the Court may be punished by such Court as a contempt thereof.

Article VIII. UNLAWFUL DISCRIMINATORY PRACTICES IN EMPLOYMENT

A. It shall be an unlawful discriminatory practice, unless based upon a bona fide occupational qualification, or in the case of a fraternal corporation or association, unless based upon membership in such association or corporation, or except where based upon applicable security regulations established by the United States, the Commonwealth of Pennsylvania, or the County of Erie, for any employer because of the race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person or independent contractor, to refuse to hire or employ or contract with, or to bar or to discharge from employment such individual or independent contractor, or to otherwise discriminate against such individual or independent contractor with respect to compensation, hire, tenure, terms, conditions, or privileges of employment or contract, if the individual or independent contractor is the best able and most competent to perform the services required.

B. For any employer, employment agency, or labor organization, prior to the employment, contracting with an independent contractor or admission to membership, to:

1. Make any inquiry, elicit any information, or make or keep a record of or use any form of application or application blank containing questions or entries concerning the race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the applicant for employment or membership. Prior to an offer of employment, an employer may not inquire as to whether an individual has a disability or as to the severity of such disability. An employer may inquire as to the individual's ability to perform the essential functions of the employment.
2. Print or publish, or cause to be printed or published, any notice or advertisement relating to employment or membership indicating any preference, limitation, specification, or discrimination based upon race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person,.
3. Deny or limit, through a quota system or otherwise, employment or membership because of race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of

the person, the use of guide or support animals because of the disability of the person.

4. Substantially confine or limit recruitment or hiring of individuals, with intent to circumvent the spirit and purpose of this act, to any employment agency, employment service, labor organization, training school, or any other employee-referring source.
5. Deny employment because of, or a perception of, a prior disability.
6. Nothing above shall prevent the Commission from requiring reports, information, or answers to questions regarding race, color, familial status, religious creed, ancestry, age, sex, disability, the use of a guide or support animal, familial status national origin, sexual orientation, or in connection with their compliance procedure, or affirmative action, or educational programs.

Nothing in clause (b) of this section shall bar any institution or organization for disabled persons from limiting or giving preference in employment or membership to disabled persons.

C. For any labor organization, because of the race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, non-job related disability of the person, the use of guide or support animals because of the disability of the person, to deny full and equal membership rights to any individual or otherwise discriminate against such individuals with respect to hire, tenure, terms, conditions, or privileges of employment, or any other matter, directly or indirectly, related to employment.

D. For any person, employer, employment agency, or labor organization to discriminate in any manner against any individual because such individual has opposed any practice forbidden by this act, or because such individual has made a charge, testified, or assisted, in any manner, in any investigation, proceeding, or hearing under this Ordinance.

E. For any person, employer, employment agency, labor organization, or employee, to aid, abet, incite, compel, or coerce the doing of any act declared by this section to be an unlawful discriminatory practice, or to obstruct or prevent any person from complying with the provisions of this Ordinance or any order issued thereunder, or to attempt, directly or indirectly, to commit any act declared by this section to be an unlawful discriminatory practice.

F. For any employment agency to fail or refuse to classify properly, refer for employment, or otherwise to discriminate against any individual because of his race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national

origin, non-job related disability or the use of a guide or support animal because of the disability of the person.

G. For any individual seeking employment to publish or cause to be published any advertisement which in any manner expresses a limitation or preference as to the race, color, religious creed, ancestry, age, sex, national origin, sexual orientation, non-job related disability, or the use of a guide or support animal because of the disability of any prospective employee.

H. For any employer to discriminate against an employee or a prospective employee because the employee only has a diploma based on passing a general educational development test as compared to a high school diploma. However, should vocational technical training or other special training be required with regard to a specific position, then such training or special training may be considered by the employer.

I. To exclude or otherwise deny equal jobs or benefits to a person because of the disability of an individual with whom the person is known to have a relationship or association.

J. It shall not be an unlawful employment practice for an employer to express a preference for a certain kind of applicant where the position to be filled requires special qualifications, skills, or experience as long as such preference is not on the basis of race, color, religious creed, ancestry, age, sex, national origin, sexual orientation, non-job related disability, or the use of a guide or support animal. Likewise, this section of the Ordinance shall not be construed to prohibit the refusal to hire or the dismissal of a person who is not able to function properly in the job applied for or engaged in.

K. Notwithstanding any provision of this Article, it shall not be an unlawful employment practice for a religious institution or organization to hire or employ on the basis of sex or sexual orientation in those certain instances where sex or sexual orientation is a bona fide occupational qualification because of the religious beliefs, practices, or observation of the institution or organization.

L. Nothing in this Ordinance shall be construed as creating an obligation on the part of any employer to extend health care or other benefits to the unmarried domestic partner of any covered employee, regardless of gender or sexual orientation. It shall not be considered discriminatory on any basis for an employer to provide different levels of benefits to employees based upon marital status or the presence or absence of minor dependents.

Article IX. UNLAWFUL DISCRIMINATORY PRACTICES IN HOUSING

A. It shall be an unlawful discriminatory practice for any person to:

1. Refuse to sell, lease, finance, or otherwise to deny, withhold, make unavailable, any housing accommodation, or commercial property (specifically including loans made for any purpose so long as such loans are secured by real estate) from any person; or establish, announce, or follow a policy of denying or limiting housing opportunities through a quota or otherwise, because of the race, color, familial status, age, religious creed, ancestry, sex, national origin, sexual orientation, or disability of any person, prospective owner, occupant or user of such housing accommodation or commercial property, or to refuse to lease any housing accommodation or commercial property to any person due to use of a guide or support animal because of the disability of the person, or because the person is a handler or trainer of support or guide animals, or because of the disability of an individual with whom the person is known to have a relationship or association.
 - a. Evict or attempt to evict an occupant of any housing accommodation because of pregnancy or the birth of a child.
 - b. "Otherwise to deny" as stated above includes, but is not limited to:
 - (1) Representing to any person because of race, color, familial status, age, religious creed, ancestry, sex, national origin, sexual orientation, disability, or who are guide or support animal dependent, that a dwelling is not available for sale, rental, or inspection when such dwelling is in fact available.
 - (2) Failing to negotiate for the sale or rental of a dwelling.
2. Refuse to lend money, whether or not secured by mortgage or otherwise for the acquisition, construction, rehabilitation, repair, or maintenance of any housing accommodation or commercial property, or otherwise withhold financing of any housing accommodation or commercial property (or specifically including loans made for any purpose so long as such loans are secured by real estate) from any person because of the race, color, familial status, age, religious creed, ancestry, sex, national origin, sexual

orientation, disability of any person, the use of a guide or support animal because of the disability of the user, or because the user is a handler or trainer of support or guide animals, or because of the disability of an individual with whom the person is known to have a relationship or association. This prohibition includes money lent for any purpose, when the loan is secured by residential real estate.

3. Discriminate against any person in the terms or conditions of selling or leasing any housing accommodation or commercial property, or in furnishing facilities, services, or privileges in connection with the ownership, occupancy, or use of any housing accommodation or commercial property because of the race, color, familial status, age, religious creed, ancestry, sex, national origin, sexual orientation, disability of any person, the use of a guide or support animal because of the disability of the user, or because the user is a handler or trainer of support or guide animals, or because of the disability of an individual with whom the person is known to have a relationship or association.
 - a. Refuse to permit, at the expense of a person with a disability, reasonable modifications of existing premises occupied or to be occupied by such person if such modifications may be necessary to afford such person full enjoyment of the premises, except that in the case of a rental, the landlord may, where it is reasonable to do so, grant permission for a modification if the renter agrees to restore the interior of the premises to the condition that existed before the modification, with reasonable wear and tear excepted.
 - b. Refuse to make reasonable accommodations in rules, policies, practices, or services when such accommodations may be necessary to afford such person equal opportunity to use and enjoy a housing accommodation.
4. Discriminate against any person in the terms or conditions of any loan of money, whether or not secured by mortgage or otherwise, for the purchase, acquisition, construction, rehabilitation, repair, or maintenance of any housing accommodation or commercial property (or specifically including loans made for any purpose so long as such loans are secured by real estate) because of the race, color, familial status, age, religious creed, ancestry, sex, national origin, sexual orientation, or disability of any person, the use of a guide or support animal because of the disability of the user, or because the user is a handler or trainer of guide or support

animals, or because of the disability of an individual with whom the person is known to have a relationship or association.

5. Print, publish, make, or circulate any statement, publication, notice, or advertisement:
 - a. relating to the sale, lease, or acquisition of any housing accommodation or commercial property or the loan of money, whether or not secured by mortgage, or otherwise for the acquisition, construction, rehabilitation, repair, or maintenance of any housing accommodation or commercial property (or specifically including loans made for any purpose so long as such loans are secured by real estate) which indicates any preference, limitation, specification, or discrimination based upon race, color, familial status, age, religious creed, ancestry, sex, national origin, sexual orientation, or disability of any person, the use of a guide or support animal because of the disability of the user, or because the user is a handler or trainer of guide or support animals, or because of the disability of an individual with whom the person is known to have a relationship or association, or
 - b. relating to the sale, lease or acquisition of any housing accommodation or commercial property which indicates any preference, limitation, specification, or discrimination based upon use of a guide or support animal because of the disability of the user or because the user is a handler or trainer of support or guide animals.
6. Make any inquiry, elicit any information, make or keep any record, or use any form of application for the purchase, rental, or lease of housing accommodations, or to make real estate appraisals, containing questions or entries concerning race, color, familial status, age, religious creed, ancestry, sex, national origin, sexual orientation, or disability of any person, the use of a guide or support animal because of the disability of the user, or because the user is a handler or trainer of guide or support animals, or because of the disability of an individual with whom the person is known to have a relationship or association in connection with the sale or lease of any housing accommodation or commercial property, or loan of any money, whether or not secured by mortgage or otherwise, for the acquisition, construction, rehabilitation, repair, or maintenance of any housing accommodation or commercial property, or to make any inquiry, elicit any information, make or keep any record, or use any form of application containing questions or entries concerning

the use of a guide or support animal because of the disability of the user, or because the user is a handler or trainer of support or guide animals, in connection with the lease of any housing accommodation or commercial property.

7. Discriminate in the making or purchasing of loans, or in the appraising or brokering of residential real estate. Discrimination in brokering includes, but is not limited to, denying access to or membership in any multiple listing service or facility relating to the sale or rental of dwellings based on race, color, familial status, age, religious creed, ancestry, sex, national origin, sexual orientation, disability, or because of the disability of an individual with whom the person is known to have a relationship or association, or based upon use of a guide or support animal, or because the person is a handler or trainer of guide or support animals.
8. Design, construct, operate, offer for sale, lease, or rent or otherwise make available housing or commercial property that is not accessible in accordance with federal law. This provision includes design and construction requirements, after the date that is thirty (30) months after September 13, 1988, as required under §804(f)(3)(C) of the Fair Housing Amendments Act of 1988, and U.S.C. 42 § 3604(f)(3)(C).
 - a. In connection with the design and construction of covered multifamily dwellings for first occupancy after the date that is thirty (30) months after September 13, 1988, a failure to design and construct those dwellings in such a manner that:
 - (1) the public use and common use portions of such dwellings are readily accessible to and usable by handicapped persons;
 - (2) all the doors designed to allow passage into and within all premises within such dwellings are sufficiently wide to allow passage by handicapped persons in wheelchairs; and
 - (3) all premises within such dwellings contain the following features of adaptive design:
 - (a) an accessible route into and through the dwelling;

- (b) light switches, electrical outlets, thermostats, and other environmental controls in accessible locations;
 - (c) reinforcements in bathroom walls to allow later installation of grab bars; and
 - (d) usable kitchens and bathrooms such that an individual in a wheelchair can maneuver about the space.
- 9. Discriminate in real estate related transactions, as described by and subject to the following.
 - a. It shall be unlawful for any person or other entity whose business includes engaging in real estate related transactions to discriminate against any person in making available such a transaction or in the terms or conditions of such a transaction because of race, color, religious creed, ancestry, familial status, national origin, sexual orientation, sex, age, disability, use of a guide or support animal because of the disability of the user, or because the user is a handler or trainer of guide or support animals.
- 10. Discriminate by engaging in a certain real estate practice: Blockbusting,
 - a. It shall be unlawful, for profit, to induce or attempt to induce a person to sell or rent a dwelling by representations regarding the entry or prospective entry into the neighborhood of a person or persons of a particular race, color, religion, sex, familial status or national origin or with a handicap.
 - b. In establishing a discriminatory housing practice under this section, it is not necessary that there was in fact profit as long as profit was a factor for engaging in the blockbusting activity.
 - c. Prohibited actions under this section include, but are not limited to:
 - (1) Engaging, for profit in conduct (including uninvited solicitations for listings) which convey to a person that a neighborhood is undergoing or about to undergo a change in the race, color, religion, sex, handicap,

familial status or national origin of persons residing in it, in order to encourage the person

- (2) Encouraging, for profit, any person to sell or rent a dwelling through assertions that the entry or prospective entry of persons of a particular race, color, religion, sex, familial status, or national origin, or with handicaps, can or will result in undesirable consequences of the project, neighborhood or community, such as lowering of property values, an increase in criminal or antisocial behavior, or a decline in the quality of schools or other services or facilities.
11. For any person with the intention of defeating the purposes of this Ordinance to sell, lease, or transfer or attempt to sell, lease, or transfer, or offer, advertise, or make available for sale, lease, or transfer any housing accommodation which is the subject of a written verified complaint filed with the Commission until final determination of the complaint.
 - a. For any person, after a complaint regarding a housing accommodation has been filed and prior to final determination by the Commission, to fail to include a notice of the complaint in any subsequent lease or agreement of sale involving that housing accommodation.
12. If the Commission finds that a respondent has engaged or is about to engage in a discriminatory housing practice, the Commission shall promptly issue an order for such relief as may be appropriate, which may include actual damages suffered by the aggrieved person and injunctive or other equitable relief. Such order may, to vindicate the public interest, assess a civil penalty against the respondent:
 - a. in an amount not exceeding \$10,000 if the respondent has not been adjudged to have committed any prior discriminatory housing practice;
 - b. in an amount not exceeding \$25,000 if the respondent has been adjudged to have committed one other discriminatory housing practice during the five (5)-year period ending on the date of the filing of this charge; and
 - c. in an amount not exceeding \$50,000 if the respondent has been adjudged to have committed two (2) or more

discriminatory housing practices during the seven (7)-year period ending on the date of the filing of this charge;

Except that if the acts constituting the discriminatory housing practice that is the object of the charge are committed by the same natural person who has been previously adjudged to have committed acts constituting a discriminatory housing practice, then the civil penalties set forth in subparagraphs 12.2 and 12.3 may be imposed without regard to the period of time within which any subsequent discriminatory housing practice occurred.

- d. Nothing in this clause limits the applicability of any reasonable local, state or federal restrictions regarding the maximum number of occupants permitted to occupy a dwelling. Nor does any provision in this clause regarding familial status apply with respect to housing for older persons.
- e. As used in this section, "housing for older persons" means housing:
 - (1) Provided under any state or federal program that the Secretary determines is specifically designed and operated to assist elderly persons (as defined in the state or federal program); or
 - (2) Intended for, and solely occupied by, persons sixty-two (62) years of age or older; or
 - (3) Intended and operated for occupancy by persons fifty-five (55) years of age or older, and
 - (a) at least eighty (80) percent of the occupied unites are occupied by at least one person who is fifty-five years of age or older;
 - (b) the housing facility or community publishes and adheres to policies and procedures that demonstrate the intent required under this subparagraph; and
 - (c) the housing facility or community complies with rules issued by the Secretary for verification of occupancy, which shall:

- i. provide for verification by reliable surveys and affidavits; and
 - ii. include examples of the types of policies and procedures relevant to a determination of compliance with the requirement of clause (b). Such surveys and affidavits shall be admissible in administrative and judicial proceedings for the purposes of such verification.
- f. Housing shall not fail to meet the requirement for housing for older persons by reasons of:
 - (1) Persons residing in such housing as of September 13, 1988, who do not meet the age requirements of subsections (12e) (1) or (2); provided, that new occupants of such housing meet the age requirements of subsections (12e) (1) or (2)
 - (2) Unoccupied units: provided, that such units are reserved for occupancy by persons who meet the age requirements of subsection (12.e) (1) or (2) .³

13. Nothing in this clause shall prohibit a religious organization, association, or society, or any nonprofit institution or organization operated, supervised or controlled by or in conjunction with a religious organization, association, or society, from limiting the sale, rental, or occupancy or dwelling which it owns or operates for other than a commercial purpose to persons of the same religion, or from giving preference to such persons, unless membership in such religion is restricted on account of race, color, or national origin. Nor shall anything in this clause prohibit a private club not in fact open to the public, which as an incident to its primary purpose or purposes provides lodgings which it owns or operates for other than a commercial purpose from limiting the rental or occupancy of such lodgings to its members or from giving preference to its members.

14. Nothing in this clause shall apply:

- a. With respect to discrimination based on sex, to the rental or leasing of housing accommodations in a single-sex dormitory.
- b. To the rental of rooms in a landlord-occupied rooming house with a common entrance. This exemption is limited to rooms or units

³ 42 U.S.C. §3607(b)

containing living quarters occupied or intended to be occupied by no more than two families living independently of each other, if the owner actually maintains and occupies one of such living quarters as his or her residence. NOTE: A "family" includes one person.

15. Nothing above shall prevent the Commission from requiring reports, information, or answers to questions regarding race, color, familial status, religion, creed, ancestry, age, sex, national origin, sexual orientation, or disability, or the use of a guide or support animal because of the disability of the user or because the user is a handler or trainer of support or guide animals, in connection with their compliance procedure of affirmative action or educational programs.
16. Additionally, everything in this section is subject to Subtitle B of Title 24 of the Code of Federal Regulations (CFR) Part 100 - Discriminatory Conduct under the Fair Housing Act. Specifically, the exemptions at §100.10 are not subject to §804(except(c)) but are subject to §§805, 806, and 818 of the Fair Housing Amendments Act of 1988.

Article X. PROHIBITED INTERFERENCE, COERCION OR INTIMIDATION

A. It shall be unlawful to coerce, intimidate, threaten, or interfere with any person in the exercise or enjoyment of, or on account of that person having exercised or enjoyed, or on account of that person having aided or encouraged any other person in the exercise or enjoyment of, any right granted or protected by this part, in accordance with the Fair Housing Act § 818.

B. Conduct made unlawful under this section includes, but is not limited to, the following:

1. Coercing a person, either orally, in writing, or by other means, to deny or limit the benefits provided that person in connection with the sale or rental of a dwelling, or in connection with a residential real estate related transaction because of race, ancestry, age, color, religion, sex, disability, familial status, national origin, or sexual orientation.
2. Threatening, intimidating, or interfering with persons in their enjoyment of a dwelling because of race, ancestry, age, color, religion, sex, disability, familial status, national origin, sexual orientation, or of visitors or associates of such person.

3. Threatening an employee or agent with dismissal or an adverse employment action, or taking such adverse employment action, for any effort to assist a person seeking access to the sale or rental of a dwelling, or seeking access to any residential real estate related transaction, because of the race, ancestry, age, color, religion, sex, disability, familial status, national origin, sexual orientation, of that person or any person associated with that person.
4. Intimidating or threatening any person because that person is engaging in activities designed to make other persons aware of, or encouraging such other persons to exercise, rights granted or protected by this Ordinance.
5. Retaliating against any person because that person has made a complaint, testified, assisted, or participated in any manner in a proceeding under this Ordinance or the Fair Housing Act.

Article XI. UNLAWFUL DISCRIMINATORY PRACTICES IN PUBLIC ACCOMMODATIONS

A. It shall be an unlawful discriminatory practice for any person being the owner, lessee, proprietor, manager, superintendent, agent, or employee of any public accommodation, resort or amusement to:

1. Refuse, withhold from, or deny to any person because of his race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person, or because the person is a handler or trainer of support or guide animals, either directly or indirectly, any of the accommodations, advantages, facilities, or privileges of such public accommodation, resort or amusement.
2. Publish, circulate, issue, display, post, or mail, either directly or indirectly, any written or printed communication, notice or advertisement to the effect that any of the accommodations, advantages, facilities and privileges of any such place shall be refused, withheld from, or denied to any person on account of race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person, or because the person is a handler or trainer of support or guide

animals, or that the patronage or custom thereof of any person, belonging to, or purporting to be of any particular age, race, color, religious creed, sex, ancestry, national origin, sexual orientation, or disability, or to any person due to use of a guide or support animal because of the disability of the user or because the user is a handler or trainer of support or guide animals, is unwelcome, objectionable, or not acceptable, desired, or solicited.

3. Exclude or otherwise deny equal goods, services, facilities, privileges, advantages, accommodations, or other opportunities to a person because of the disability of an individual with whom the person is known to have a relationship or association.
4. Construct, operate, or otherwise make available such place of public accommodation, resort, or amusement which is not accessible.
5. Aid, abet, incite, compel, or coerce the doing of any act declared by this subsection to be an unlawful discriminatory practice, or to obstruct or prevent any person from complying with the provisions of this subsection, or any order issued thereunder, or to attempt, directly or indirectly, to commit any act declared by this subsection to be an unlawful discriminatory practice.

B. For any person subject to the Ordinance to fail to post and exhibit prominently in his place of business any fair practices notice prepared and distributed by the Pennsylvania Human Relations Commission or the Erie County Human Relations Commission.

C. Nothing in this Ordinance shall bar any religious or denominational institution or organization, or any religious or denominational organization operated for charitable or educational purposes, which is operated, supervised, or controlled by or in connection with a religious organization, from limiting admission to or giving preference to persons of the same religion or denomination with regard to the occupancy, leasing, sale, or purchase of real estate, or from making such selection as is calculated by such organization to promote the religious principles for which it is established or maintained, provided that such selection or preference is not on the basis of race, color, familial status, religious creed, ancestry, age, sex, sexual orientation, national origin, disability of the person, the use of guide or support animals because of the disability of the person, or because the person is a handler or trainer of support or guide animals..

D. It shall be an unlawful discriminatory practice for any person to interfere with the exercise of one's rights under this Ordinance, harass, threaten, intimidate, harm, damage, or otherwise penalize any person, group, or business because he or they exercised his or their rights under this Ordinance, or because he or they have complied with the provisions of this Ordinance, or enjoyed the benefits of this

Ordinance, or because he or they have made a charge, testified or assisted in any manner in any investigation, proceeding or hearing hereunder.

E. It shall be an unlawful discriminatory practice for any person to aid, abet, incite, induce, compel, or coerce the doing of an unlawful employment, housing, or public accommodation practice prohibited by this Ordinance, or to obstruct or prevent any person from complying with the provisions of this Ordinance, or any order issued hereunder.

Article XII. RELIGIOUS OBSERVANCE

A. It shall be an unlawful discriminatory practice for any employer to prohibit, prevent, or disqualify any person from, or otherwise to discriminate against, any person in obtaining or holding employment because of such person's observance of any particular day or days or any portion thereof as a Sabbath or other holy day in accordance with the requirements of the person's religion.

B. Except as may be required in an emergency or where personal presence is indispensable to the orderly transaction of public business, no employee shall be required to remain at the place of employment during any day or days or portion thereof that, as a religious requirement, the person observes as the Sabbath or other holy day, including a reasonable time prior and subsequent thereto for travel between the place of employment and home. Provided, however, that any such absence from work shall, wherever practicable in the judgment of the employer, be made up by an equivalent amount of time and work at some other mutually convenient time, or shall be charged against any leave with pay ordinarily granted, other than sick leave. Provided, further, however, that any such absence not so made up or charged, may be treated by the employer of such person as leave taken without pay.

C. This section shall not be construed to apply to any position dealing with the public health or safety where the person holding such position must be available for duty whenever needed, or to any position or class of positions the nature and quality of the duties of which are such that the personal presence of the holder of such position is regularly essential on any particular day or days or portion thereof for the normal performance of such duties with respect to any applicant therefore or holder thereof who, as a religious requirement, observes such day or days or portion thereof as the Sabbath or other holy day.

Article XIII. CONFLICT AND SEVERABILITY

When a provision of this Ordinance is found to be in conflict with a provision of any other County Ordinance, or any regulation issued under the authority of such Ordinance said conflicting provision shall be presented to County Council which shall determine if the provision presents or does not present a conflict and may amend this Ordinance to correct said conflict.

This Ordinance shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania. In the event that a portion of this Ordinance is found to be inoperable or against public policy, then this Ordinance shall be divisible and said inoperable portion shall not be construed so as to affect the validity of other provisions of this Ordinance and the other provisions shall remain in full effect.

Article XIV. AUTHORIZATION TO RECEIVE DONATIONS

The authorization and appropriation of public funds to the Human Relations Commission shall not preclude the Commission from accepting grants or donations from any other sources, public or private, nor from entering into working agreements with other anti-discrimination agencies to further the work of this Commission and its purposes in administering this Ordinance and related state and federal statutes, so long as such activities provide no additional cost to the County without explicit prior approval of the County Council.

Article XV. AMENDMENT AND REPEALER CLAUSE

County Council has the right to amend and/or repeal all or any portion of this Ordinance under its regular rules of procedure.