



City of Philadelphia

Retaliation

What is retaliation?

Your employer may not fire, demote, harass or cut your hours for filing a complaint about discrimination, safety hazards, wage theft or paid sick leave violation. Retaliation is a violation of federal, state and Philadelphia law. Regardless of citizenship or immigration status, retaliation is prohibited by law.

What are some examples of retaliation?

Instances of retaliation include unjustified negative evaluations, unwarranted written or verbal warnings and other disciplinary actions, changes in hours, job duties and job assignments, demotion, salary reduction, and termination.

How can I protect myself from retaliation?

One way to protect yourself is to join with another co-worker when complaining about your working conditions (e.g. pay, hours, safety, disciplinary issues, etc.) This is called “concerted activity,” and you are protected against retaliation under the National Labor Relations Act as long as you complain with at least one other worker. You do not have to be part of a union for this protection to apply.

In addition, you should try to document any problems you have at the workplace in writing, both when communicating with your employer and for documenting problems for your own records. This way, if your employer retaliates against you, it will be easier to prove.

What do I do if I believe I am a victim of retaliation?

You, an authorized agency, or your labor union may file a complaint on your behalf. Because retaliation can take different forms, you may need to file your complaint with one of the offices below. For wage theft and paid sick leave related retaliation, you can get your complaint form by emailing the Office of Benefits and Wage Compliance at wagetheft@phila.gov or going to <https://www.phila.gov/documents/wage-theft-complaint>. You may also contact the Philadelphia Commission on Human Relations (PCHR) to discuss whether filing a complaint may be appropriate based on your allegations of retaliation. Please ask staff how to access free language services offered by the City of Philadelphia.

If you are employed in Philadelphia, and you believe that you are the victim of adverse actions by your employer in retaliation for protected actions, file a complaint and contact an attorney to discuss your rights and remedies.

The Office of Benefits and Wage Compliance
1515 Arch Street 11th fl.
Philadelphia, PA 19102
wagetheft@phila.gov

Community Legal Services of Philadelphia
1424 Chestnut Street
Philadelphia, PA 19102
215-981-3700
www.clsphila.org

Philadelphia Commission on Human Relations
601 Walnut Street Suite 300
Philadelphia, PA 19106
pchr@phila.gov

Justice at Work
990 Spring Garden Street, Suite 300
Philadelphia, PA 19123
215-733-0878
www.justiceatworklegalaid.org