



Discrimination In City Services is Against the Law

KNOW YOUR CIVIL RIGHTS

It is illegal to deny city services because of:

- | | | |
|--------------------|-----------------|--------------------------|
| Race | Religion | Familial Status |
| Ethnicity | National | Domestic/Sexual Violence |
| Color | Origin Ancestry | Victim Status |
| Sex | Disability | Breastfeeding |
| Sexual Orientation | Marital Status | Retaliation |
| Gender Identity | | |

It is also illegal for employers doing business in Philadelphia to:

- Ask about or use your past wages to set your wages or salary for a new position;
- Ask about your criminal background during the job application process or to inappropriately use your criminal history to prevent you from obtaining a promotion or transfer while a current employee;
- Ask about, obtain or use your credit information in hiring, firing or promotion;
- Refuse to/fail to provide a reasonable accommodation for pregnancy, childbirth or related medical conditions; or
- Refuse to/fail to provide a safe, clean, private space (other than a restroom) to a breastfeeding/lactating mother in the workplace.



The Curtis Center
 601 Walnut Street, Suite 300 South
 Philadelphia, PA 19106
 Phone: 215-686-4670
www.phila.gov/humanrelations