COMMONWEALTH OF PENNSYLVANIA
HUMAN RELATIONS COMMISSION

EMPLOYMENT PROVISIONS OF THE PENNSYLVANIA HUMAN RELATIONS ACT

The purposes of the employment provisions of the Pennsylvania Human Relations Act is to prevent and eliminate unlawful discriminatory practices in employment because of race, color, religion, ancestry, age (40 and above), sex, marital status, sexual orientation or gender identity, marital status, and/or familial status.

FAIR EMPLOYMENT

EMPLOYMENT PROVISIONS OF THE PENNSYLVANIA HUMAN RELATIONS ACT

PURPOSE OF PROVISIONS

The employment provisions of the Pennsylvania Human Relations Act is to prevent and eliminate unlawful discriminatory practices in employment because of race, color, religion, ancestry, age (40 and above), sex, marital status, sexual orientation or gender identity, marital status, and/or familial status.

PENALTIES

Failure to pay the legal minimum wage or other remuneration required by law is a violation of the Pennsylvania Minimum Wage Act and is subject to penalties as follows:

- For each violation, a civil penalty of $100 shall be assessed via a court order
- A civil penalty of $200 shall be assessed via a court order
- For each employee in a proceeding, a civil penalty of $100 shall be assessed via a court order
- A civil penalty of $200 shall be assessed via a court order

COMPLAINTS

Any individual who believes his or her rights have been violated by an employer may file a complaint with the Pennsylvania Human Relations Commission. The Commission will investigate complaints and, if necessary, issue an order requiring the employer to take corrective action. The complainant may seek court enforcement of the Commission’s order.

WORKERS’ COMPENSATION

The Pennsylvania Workers’ Compensation Act provides coverage for employees who are injured on the job. Workers who are injured on the job are entitled to receive medical treatment, compensation for lost wages, and, in some cases, permanent disability benefits.

COMPLAINTS

Any individual who believes his or her rights have been violated by an employer may file a complaint with the Pennsylvania Human Relations Commission. The Commission will investigate complaints and, if necessary, issue an order requiring the employer to take corrective action. The complainant may seek court enforcement of the Commission’s order.

EQUAL PAY

Dependable Department of Labor & Industry 
Bureau of Labor Law Compliance

Abstract of the Equal Pay Law

Discrimination on Basis of Sex

Prohibited discrimination by any employer in any place of employment between employees on the basis of sex, by paying to any employee at a rate less than the rate paid to employees of the opposite sex for work under equal conditions on jobs which require equal skills. Provides that variation in payment of wages is not prohibited when based on a disability, training or merit increase system that does not discriminate on the basis of sex.

Administration

Empowers the Secretary of Labor & Industry to administer the provisions of the act, and to issue rules and regulations to make effective the provisions of the act.

Collection of Unpaid Wages in Case of Discrimination

Provides for the collection of unpaid wages due under the act and, in addition, an equal amount of liquidated damages and reasonable attorney's fees and costs. Authorizes the Secretary of Labor & Industry and upon an employee's request to take assignment of such a wage claim for collection. Limits the period for such action to two years from the date upon which the violation occurs.

Records Required

Requires employer to keep and maintain records of wages, work hours, job classifications and other terms and conditions of employment of the persons employed, as the Secretary of Labor & Industry shall prescribe. Requires that employers post an abstract of the law.

Penalties

Provides for a fine of not less than $500 nor more than $2,000 or, in addition and in any case, an amount equal to liquidated damages and reasonable attorney's fees in a court of competent jurisdiction that does not discriminate on the basis of sex.