

How the Lower Makefield Township HRC Can Help

Ordinance #452 establishes a list of “protected classes.” If you live in, work in, or have visited Lower Makefield Township and you feel you have been discriminated against based on being a part of any protected class, you can request mediation by the Lower Makefield Township HRC.

Mediation

Mediation is the process in which a neutral third party (the Lower Makefield HRC) acts as a facilitator to get people on both sides of a dispute talking. The goal is to come to a resolution that satisfies both parties. The wronged party retains the right to go to court, but our hope is that, through this process, we can assist to get a peaceful resolution.

HRC Timeline

- Complainant files Complaint with HRC within 180 days of incident
- Contacted by HRC member within 10 days
- Respondent notified and provided opportunity to respond within 30 days
- Remediation offered within 30 days

Mission Statement

Human Relations Commission of Lower Makefield Township is dedicated to ensuring that all residents have equal access to opportunities and resources and are committed to the elimination of unlawful discrimination and harassment within the township. Our mission is to foster a welcoming and inclusive environment where every individual is respected and valued, regardless of age, color, race, religion, sex, ancestry, genetic information, national origin, sexual orientation, gender identity or expression, familial status, marital status, veteran status, mental or physical disability, or use of guide or support animals and/or mechanical aids. Through education, advocacy, and collaboration, we aim to build a community that celebrates its diversity and works together for the common good.



Questions?

**Call 267-274-1100 or
email admin@lmt.org**

Lower Makefield Township Human Relations Commission

1100 Edgewood Road
Yardley, PA 19067
267-274-1100



What is discrimination?

Unfair or unequal treatment of another person based upon a personal characteristic of an individual.

Examples of Discrimination

- I responded to an apartment ad, and the landlord was eager on the phone. But after meeting me in person, he seemed shocked by my skin color. He then claimed it was already rented—yet weeks later, it was still advertised for rent.
- I visited a restaurant with locked single-stall men's and women's restrooms. When I asked for the women's restroom key, I was told to use the men's because I appear to be male to them.
- I was applying for a new job. After starting, I was asked to cut my dreadlocks if I wanted to keep the job as a classroom aide.
- I notified my Supervisor of inappropriate jokes a co-worker was making about my disability. The matter was ignored and the jokes continued.

Who are the protected classes in LMT?

- Person's Actual or Perceived Race
- Skin Color
- Age
- Religion
- Ancestry
- Genetic Information
- National Origin
- Sexual Orientation
- Gender Identity or Expression
- Familial Status
- Marital Status
- Veteran Status
- Mental or Physical Disability
- Use of Guide or Support Animal and/or Medical Aid



What Should You Do?

Write it down: If you think you are or have been discriminated against, keep a written record of what happened, what was said and where the event took place along with any witnesses. Gather any related documents as well.

Tell the Person about the Law: If you feel safe doing so, let the person who is treating you unfairly know the law in Lower Makefield Township protects you.

Submit an inquiry form with the HRC: For general questions please email us at admin@lmt.org or call us at 267-274-1100. If you have a more detailed question it is helpful if you fill out the inquiry form at www.lmt.org

File a Complaint with the HRC: It is illegal for anyone to retaliate against you for filing. Complaint forms and procedures can be found online at www.lmt.org