Employment Provisions of the Pennsylvania Human Relations Act

The purpose 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, national origin, non-job-related disability, known association with a disabled individual, possession of a disability, or status of being engaged in the teaching profession.

Rights to Compensation

The Pennsylvania Human Relations Act applies to: (1) Employers of 4 or more persons, including units of states and local government, (2) labor organizations, and (3) Employment agencies.

Exemptions from Both Minimum Wage and Overtime Rates

Learners:
Up to 20 hours a week. Up to
exemption provided in 29 C.F.R. §516(d).

Equal Pay

The employment provisions of the Pennsylvania Human Relations Act do not apply to: (1) Any individual employed in agriculture or domestic service, (2) Any individual, as part of his or her employment, resides in the personal residence of the employer, (3) Any individual employed by or for the parents, spouses or child of the owner of any company which has no more than 750 employees, or (4) Any employee of a company which has no more than 750 employees.

Illegal Workplace Discrimination

It is also unlawful for any person, employer, labor union or employment agency to retaliate against an individual because the individual has made a complaint to the Commission, or has provided information to the Commission in connection with the provisions of the Act.

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