

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 392 Session of 2019

INTRODUCED BY SHUSTERMAN, SAPPEY, A. DAVIS, SCHLOSSBERG, MULLINS, SOLOMON, MURT, KORTZ, KINSEY, YOUNGBLOOD, ISAACSON, READSHAW, CALTAGIRONE, DAVIDSON, KIRKLAND, FREEMAN, SCHWEYER, HILL-EVANS, DEASY, GOODMAN, McCLINTON AND NEILSON, FEBRUARY 6, 2019

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, FEBRUARY 6, 2019

AN ACT

1 Amending the act of October 27, 1955 (P.L.744, No.222), entitled
 2 "An act prohibiting certain practices of discrimination
 3 because of race, color, religious creed, ancestry, age or
 4 national origin by employers, employment agencies, labor
 5 organizations and others as herein defined; creating the
 6 Pennsylvania Human Relations Commission in the Governor's
 7 Office; defining its functions, powers and duties; providing
 8 for procedure and enforcement; providing for formulation of
 9 an educational program to prevent prejudice; providing for
 10 judicial review and enforcement and imposing penalties,"
 11 further providing for powers and duties of the commission.

12 The General Assembly of the Commonwealth of Pennsylvania
 13 hereby enacts as follows:

14 Section 1. Section 7(1) of the act of October 27, 1955
 15 (P.L.744, No.222), known as the Pennsylvania Human Relations
 16 Act, is amended to read:

17 Section 7. Powers and Duties of the Commission.--The
 18 Commission shall have the following powers and duties:

19 * * *

20 (1) To prepare and distribute fair practices notices. The
 21 fair practices notices shall include, at a minimum, the

1 following information:

2 (1) A description of discrimination, harassment and
3 retaliation as unlawful acts under Federal and State law.

4 (2) A description of sexual harassment as a form of unlawful
5 discrimination under Federal and State law.

6 (3) Examples of different acts and behavior constituting
7 unlawful discrimination, harassment and retaliation.

8 (4) Examples of different acts and behavior constituting
9 sexual harassment.

10 (5) The procedure available to file a complaint with the
11 Commission and the contact information for the Commission.

12 (6) Any other information the Commission deems pertinent.

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14 Section 2. This act shall take effect in 90 days.