



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.



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