

**CHAPTER 43. POSTING OF NOTICES****FAIR EMPLOYMENT PRACTICES NOTICES**

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**Authority**

The provisions of this Chapter 43 issued under the Pennsylvania Human Relations Act (43 P. S. §§ 951—963), unless otherwise noted.

**Source**

The provisions of this Chapter 43 adopted January 25, 1966; amended August 24, 1970, effective June 12, 1971, 1 Pa.B. 1361, unless otherwise noted.

**FAIR EMPLOYMENT PRACTICES NOTICES****§ 43.1. Nature of notice and posting.**

An employer, employment agency and labor organization subject to the Pennsylvania Human Relations Act (act) (43 P. S. §§ 951—963), shall post and maintain at their establishment fair employment practices notices furnished by the Human Relations Commission (Commission) indicating the substantive provisions of the act, where complaints may be filed and other information that Commission deems pertinent.

**§ 43.2. Posting by employers and employment agencies.**

With respect to employers and employment agencies, the notice shall be posted conspicuously in easily-accessible and well-lighted places customarily frequented

by employes and applicants for employment, and at or near each location where the employe services are performed.

**§ 43.3. Posting by labor organizations.**

With respect to labor organizations, the notices shall be posted conspicuously in easily-accessible and well-lighted places customarily frequented by members and applicants for membership.

**FAIR HOUSING PRACTICES NOTICES**

**§ 43.11. Nature of notice and posting.**

An owner, lessor, assignor, builder, manager, broker or other person subject to the fair housing practices provisions of the Pennsylvania Human Relations Act (act) (43 P. S. §§ 951—963), shall post and maintain a fair housing practices notice to be prepared by the Human Relations Commission (Commission), which shall set forth relevant information which the Commission deems necessary to explain and further the purposes of the fair housing practices provisions of the act.

**§ 43.12. Places where notices shall be posted.**

The fair housing practices notices shall be posted and maintained in a well-lighted and easily accessible place in the office or other place of business where negotiations or agreements are customarily made for the renting, leasing or purchasing of housing accommodations. In housing developments, this notice shall be posted and maintained in a well-lighted and easily accessible place in the office or other place of business where negotiations or agreements are customarily made for the renting, leasing or purchasing of housing accommodations. In housing developments, this notice shall be posted in all model or sample homes. In apartment houses, this notice shall be posted in all model or sample apartments.

**§ 43.13. Giving of notice by title insurance companies.**

A title insurance company handling transactions pertaining to realty within this Commonwealth shall attach to the title report or settlement certificate issued in all cases handled by it a notice in writing substantially as follows:

Your attention is directed to the provisions of the Pennsylvania Human Relations Act, (Act of Oct. 27, 1955, as amended (43 P. S. § 951 et seq.)) prohibiting discrimination because of race, color, religious creed, ancestry or national origin in the selling, leasing or financing of commercial housing. The said law pertains to all housing accommodations except (1) those situated in a single or two unit building in which one of the units is occupied by the owner thereof, and (2) those owned by religious, charitable, educational, private and fraternal organizations to promote the religious principles or the aims, purposes or fraternal principles for which such organizations were established.

This notice does not in any way constitute an objection or defect in the title of the premises being conveyed, but is being given in accordance with 16 Pa. Code § 43.13 (relating to giving of notice by title insurance companies) adopted by the Pennsylvania Human Relations Commission.

**§ 43.14. Giving of notice by real estate brokers and salespersons.**

A real estate broker or salesperson handling transactions pertaining to commercial housing or housing accommodations within this Commonwealth shall give to every owner or seller listing housing with the broker or salesperson, a notice in writing, to be supplied by the Human Relations Commission, in a form substantially as follows:

Your attention is directed to the provisions of the Pennsylvania Human Relations Act, Act of October 27, 1955, as amended (43 P. S. § 951 et seq.).

This law prohibits discrimination because of race, color, sex, religion, ancestry or national origin in the selling, leasing or financing of residential housing.

All housing offered for sale is subject to the provisions of the law.

In the rental of housing, the provisions of the law apply to all residences except (1) single or two-unit buildings in which one of the units is occupied by the owner or lessee, and (2) rooms in a landlord-occupied rooming house with a common entrance.

The only general category of housing which is exempt from the provisions of the law is housing owned by religious, charitable, educational, private and fraternal organizations, and used to promote the religious principles or the aims, purposes or fraternal principles for which such organizations were established.

**Note:** An amendment to the Real Estate Brokers License Act of May 1, 1929, act of October 11, 1967, makes it unlawful for a real estate broker or salesman to accept a listing with an understanding that illegal discrimination in the sale or rental of housing is to be practiced.

The rules and regulations of the Pennsylvania Human Relations Commission (16 Pa. Code § 43.21) require that all licensed brokers or salesmen with whom you list your property for sale or rent shall give you a copy of this notice. The purpose of this notice is to help you comply with the fair housing provisions of the Pennsylvania Law.

**PUBLIC ACCOMMODATIONS NOTICES**

**§ 43.21. Nature of notice and posting.**

A person who is the owner, lessee, proprietor or manager of a place of public accommodation, resort or amusement, when directed by the Human Relations Commission (Commission), shall post and maintain at a place of public accommodation, resort or amusement, notices furnished by the Commission indicating the substantive provisions of the Pennsylvania Human Relations Act (43 P. S. §§ 951—963) dealing with places of public accommodation, resort or amusement, where complaints may be filed, and other information that the Commission deems pertinent.

**§ 43.22. Posting of notices.**

Notices shall be posted conspicuously in easily accessible and well lighted places at the place of public accommodation, resort or amusement where they may be readily observed by those seeking or granting any of the accommodations, advantages, facilities or privileges of the places of public accommodation, resort or amusement.

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