**HAVE YOU BEEN SEXUALLY HARASSED AT WORK?**

No one should have to put up with sexual harassment. If you are being harassed on the job by a coworker or a boss, tell the harasser to stop as soon as possible and let a supervisor know it is happening. Find out if your employer has a sexual harassment policy and follow the reporting steps in the policy.

Pointers on what else to do:

**Keep notes on what is happening**, with dates, words, witnesses. Share what is happening with a trusted coworker, maybe they have seen something too. If the harasser has assaulted you, that is a criminal offense you should report to police.

Consider taking a coworker with you when you talk to a supervisor about the harassment so you have a witness. Your employer should do an investigation of your complaint. It is illegal for your employer to retaliate against you. If you are retaliated against for making a complaint or giving a statement as a witness, you have a legal claim against your employer. If you fear retaliation because of prior workplace issues, consult with CRSH member groups before making a report for help (contact info on back of handout).

If your employer does not take your complaint seriously, or fails to stop the harasser, you can file a legal complaint.

**You have the right to work free from discrimination, even if you are undocumented. If you are undocumented, you should consult with a lawyer about your rights.**

HOTLINE 276 571 6720 - 24 HS AL DIA

**FILING A LEGAL CLAIM**

If you have been discriminated against at work, you need to file a legal complaint very quickly. You don’t need a lawyer to file. File here:

* Philadelphia Commission on Human Relations (must file within 300 days) – 215.686.4670 601 Walnut Street, Suite 300 South, Philadelphia, PA; email pchr@phila.gov [www.phila.gov/humanrelations](http://www.phila.gov/humanrelations)

If your restaurant is outside of Philadelphia, file here

* Equal Opportunity Employment Commission (must file within 300 days) – 800.669.4000 801 Market Street, Suite 1300 Philadelphia, PA (\*\*\*only for workplaces with 15 or more workers) <https://www.eeoc.gov/>
* Pennsylvania Human Relations Commission (must file within 180 days) – 215.560.2496 110 N. 8th Street Philadelphia, PA <http://www.phrc.pa.gov>

contact@saferestaurantsphilly.org

**Coalition for Restaurant Safety and Health (CRSH) members are:**

Community Legal Services

1424 Chestnut Street, Phila PA

[www.clsphila.org](http://www.clsphila.org) 215-981-3700

Philadelphia Commission on Human Relations(PCHR)

601 Walnut Street, Suite 300 South, Phila PA 19106

215-686-4670 Main or email pchr@phila.gov

[www.phila.gov/humanrelations](http://www.phila.gov/humanrelations)

PhilaPOSH

3001 Walnut Street, 5th Fl.
Philadelphia, PA 19104, 215-386-7000 (p)

info@philaposh.org

ROC-PA

1329 Buttonwood St. 3rd fl
Philadelphia, PA 19123
215-867-9747
Contact: samuel@rocunited.org

WOAR

<https://www.woar.org/>

24 hr Helpline**:** 215-985-3333

1617 JFK Blvd, #800, Phila PA

Supporting organizations include the Womens Law Project and Futures Without Violence

To learn more about your rights if sexually harassed, see the CRSH website, [www.saferestaurantsphilly.org](http://www.saferestaurantsphilly.org)

For more information about workers rights generally, <https://clsphila.org/learn-about-issues/know-your-employment-rights>