

City of Philadelphia



(Bill No. 250990)

AN ORDINANCE

Amending Chapter 9-1100 of The Philadelphia Code, entitled “Fair Practices Ordinance: Protections Against Unlawful Discrimination,” to add protections against employment discrimination on the basis of human trafficking victim status, all under certain terms and conditions.

THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:

SECTION 1. Title 9 of The Philadelphia Code is hereby amended as follows:

TITLE 9. REGULATION OF BUSINESSES, TRADES AND PROFESSIONS

* * *

CHAPTER 9-1100. FAIR PRACTICES ORDINANCE: PROTECTIONS AGAINST UNLAWFUL DISCRIMINATION

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§ 9-1102. Definitions.

(1) For purposes of this Chapter the following terms shall have the following meanings:

* * *

(e) *Discrimination.* Any direct or indirect practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, differentiation or preference in the treatment of a person on the basis of actual or perceived race, ethnicity, color, sex (including pregnancy, childbirth, or a related medical condition), reproductive health autonomy, sexual orientation, gender identity, religion, national origin, ancestry, age, disability, marital status, source of income, familial status, genetic information, [or] domestic or sexual violence victim status, *human trafficking victim status*, or other act or practice made unlawful under this Chapter or under the nondiscrimination laws of the United States or the Commonwealth of Pennsylvania. Discrimination on the basis of race shall include discrimination based on characteristics commonly associated with race, including hairstyles.

* * *

(n.1) Human Trafficking Victim Status. The status of having been subjected to any activity in violation of 18 Pa. C.S. § 3011 (relating to trafficking in individuals); 18 Pa. C.S. §

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3012 (relating to involuntary servitude); 18 Pa. C.S. § 3013 (relating to patronizing a victim of sexual servitude); 18 Pa. C.S. § 3014 (relating to unlawful conduct regarding documents); 18 Pa. C.S. § 3015 (relating to nonpayment of wages); 18 Pa. C.S. § 3016 (relating to obstruction of justice); 18 Pa. C.S. § 3017 (relating to violation by business entities); 18 U.S.C. § 1591 (sex trafficking); 18 U.S.C. § 1590 (trafficking related to peonage, slavery, involuntary servitude, or forced labor), or any similar state or federal law prohibiting human trafficking.

* * *

§ 9-1103. Unlawful Employment Practices

(1) It shall be an unlawful employment practice to deny or interfere with the employment opportunities of an individual based upon such individual's race, ethnicity, color, sex (including pregnancy, childbirth, or a related medical condition), reproductive health autonomy, sexual orientation, gender identity, religion, national origin, ancestry, age, disability, marital status, familial status, genetic information, [or] domestic or sexual violence victim status, *human trafficking victim status*, including, but not limited to, the following:

* * *

SECTION 2. Section of this Ordinance shall be effective immediately.

Explanation:

[Brackets] indicate matter deleted.
Italics indicate new matter added.

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CERTIFICATION: This is a true and correct copy of the original Bill, Passed by the City Council on January 22, 2026. The Bill was Signed by the Mayor on February 2, 2026.

A handwritten signature in black ink, reading "Elizabeth McCollum". The signature is written in a cursive style with a large, looping initial "E".

Elizabeth McCollum
Chief Clerk of the City Council