

*Christopher T. Spadoni*  
*Attorney at Law*

*P.O. Box 522*  
*1413 Easton Avenue*  
*Bethlehem, PA 18018*  
*Phone: (610) 867-3938*  
*Fax: (610) 625-4788*

**MEMORANDUM**

TO: File

FROM: Christopher T. Spadoni, Esq.

RE: Bethlehem Human Relations Commission Ordinance

DATE: May 13, 2011

---

CTS with Councilman DiGiacinto had telephone conference with Steven Glassman, Chair Person of the Pennsylvania Human Relations Commission commencing at 4:54pm and ending at 6:02pm on May 11, 2011.

Chairman Glassman advised that he would provide to Bethlehem City Council a "grid" for qualifications of proposed members to the Human Relations Commission. This would enable City Council to set forth criteria to assure diversity and the appropriate members being appointed to the Commission. Additionally, Mr. Glassman advised that the Pennsylvania Human Relations Commission would offer training to members of the Bethlehem Human Relations Commission, free of charge.

As to Section 145.05 the amendments as set forth in the April 28, 2011 Committee Minutes were reviewed, however, Chairman Glassman proposed that paid staff may be hired by the Mayor to assist in the performance of the duties of the Commission and any compensation must be approved by City Council. (There is currently no budget authorization for paid staff at this time.)

It was agreed that Section 145.06 should be amended to the 180 day proposal.

Section 145.08 was agreed, however, Mr. Glassman suggested that the Commission provide advisory reports on a quarterly basis to City Council.

Section 145.09 is to be amended as follows:

"City Council retains the right to review the provisions of this Ordinance."

Additionally discussion centered upon the Chairperson of the Commission being appointed by the Mayor, however, discussion occurred as to the Chairperson being appointed by members of the Human Relations Commission.

**Christopher T. Spadoni**  
Attorney at Law

As to the "religious" exemption Mr. Glassman indicated that the previously submitted language as attached is "very problematic" and quite possibly would expose the City to litigation and strongly urged that the revisions attached as proposed by Mr. Glassman be enacted. Mr. Glassman was emphatic that his language is in line with the State Human Relations Act.

CTS

Enclosure

cc: Cynthia H. Biedenkopf, City Clerk  
(Via Fax 610-997-5738 and Regular Mail)

Steven Glassman  
(Via email only at [saglassman2003@yahoo.com](mailto:saglassman2003@yahoo.com))

John F. Spirk, Jr., Esq., Solicitor  
(Via Fax 610-865-7019 and Regular Mail)

Members of Council



A handwritten signature in black ink, appearing to be 'CTS', is written above a long, diagonal slash mark that extends from the bottom right towards the center of the page.

From:7173911427

05/13/2011 10:29

#183 P.002/002

**Previously drafted language:**

Nothing in this chapter shall be interpreted to prohibit a church, religious denomination or association of churches that is exempt from Federal taxation under Section 501(c)(3) of the Internal Revenue Code or any entity affiliated with that church, religious denomination or association of churches, from engaging in any conduct or activity that is required by, or that implements or expresses its religious beliefs or tenets of faith. Nor shall anything in this chapter be interpreted to require any such church, religious denomination or association of churches, or any entity affiliated with that church, religious denomination or association to engage in any conduct or activity that is prohibited by its religious beliefs or tenets of faith. Nor shall any such church, religious denomination or association be required to engage in any conduct or activity that would violate its religious beliefs or tenets, as a condition of entering into any contract with any agency of this City.

**Revisions proposed by Stephen Glassman of the PA Human Relations Commission:**

Nothing in this clause shall bar any religious or denominational institution or organization or any charitable or educational organization which is operated, supervised or controlled by or in connection with a religious organization or any bona fide private or fraternal organization from giving preference to persons of the same religion or denomination or to members of such private or fraternal organization or from making such selection as is calculated by such organization to promote the religious principles or the aims, purposes or fraternal principles for which it is established or maintained. Nor shall it apply to the rental of rooms in a landlord-occupied rooming house with a common entrance, nor with respect to discrimination based on sex, the advertising, the rental or leasing of housing accommodations in a single-sex dormitory or rooms in one's personal residence in which common living areas are shared.