



PREGNANT WORKERS' FAIRNESS ACT CASE FILINGS

State Fiscal Year 2020



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Director of Operations
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The West Virginia Human Rights Commission (HRC) encourages and endeavors to bring about respect, tolerance, and mutual understanding among all citizens of West Virginia regardless of their race, gender, religion, ethnicity, or disability. Through education, investigation, mediation, and adjudication, the HRC administers and ensures adherence to the Human Rights Act which prohibits discrimination in employment, housing, and places of public accommodation.

The West Virginia Human Rights Act, W. Va. Code §5-11-1, *et seq.*, prohibits discrimination in employment and in places of public accommodations based on race, religion, color, national origin, ancestry, sex, age (40 or above), blindness, or disability. In addition, discrimination in housing because of race, religion, color, national origin, ancestry, sex, blindness, disability, or familial status is forbidden under the West Virginia Fair Housing Act, W. Va. Code §5-11B-1, *et seq.*

Pursuant to W. Va. Code §5-11-8 and W. Va. Code §5-11B-3, the HRC filed 35 sexual discrimination cases in fiscal year 2020, one of which was a pregnancy discrimination case under the Pregnant Workers' Fairness Act, W. Va. Code §5-11B-1, *et seq.* During this same time period, the HRC closed 41 sexual discrimination cases; of those, three fell under the Pregnant Workers' Fairness Act.

- EDBS-151-19 was found without cause on July 30, 2019
- EBS-120-18 was found without cause on November 8, 2019
- EBS-166-18 was found with cause on April 25, 2019, and closed November 7, 2019