



Summer 2023 Edition

Prince William County Human Rights Office Newsletter

FOCUS

ON HUMAN RIGHTS

LEGAL UPDATES Supreme Court Decisions

AFFIRMATIVE ACTION

On June 29, 2023, The U.S. Supreme Court ruled that universities could no longer consider race as a factor to foster diversity in its admissions process.

In [Students for Fair Admissions, Inc. v Harvard College](#), the U.S. Supreme Court held that considering race as a factor in a university admission system violates the Equal Protection Clause of the [Fourteenth Amendment](#). It is expected that this decision will also impact the employment sector.

PUBLIC ACCOMMODATION / ANTI-DISCRIMINATION

The 1964 Civil Rights Act guarantees to all persons “the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodation . . . without discrimination or segregation on the ground of race, color, religion, or national origin.” In a recent U.S. Supreme Court Case, the Court ruled in favor of a business who refused to serve members of a protected class in [303 Creative, LLC v. Elenis et al.](#) According to the Court, the [First Amendment](#) protects the business from creating expressive designs speaking messages with which the designer disagrees.

PREGNANT WORKERS FAIRNESS ACT What should you know ?

WHAT'S NEW ? The Pregnancy Workers Fairness Act (PWFA) went into effect on June 27, 2023, and requires employers to provide reasonable accommodations related to pregnancy, childbirth, or medical conditions related to pregnancy. This new law protects employees who have known limitations related to pregnancy that are employed by companies with at least 15 employees.

The new law addresses protection gaps that exist in both Title VII and the ADA.

DID YOU KNOW ? More than 30 [states](#) and cities have laws that provide reasonable accommodations for pregnant workers. Also, the [House Committee on Education and Labor Report on the PWFA](#) provides several examples of possible reasonable accommodations, including receiving closer parking; having flexible hours; or being excused from strenuous activities.

To learn more about PWFA or other Federal Laws that may protect Pregnant Workers [email us](#).



HUMAN RIGHTS STUDENT LEADERSHIP COUNCIL COHORT 8

Once again, we're gearing up for Prince William County Student Leaders to join the Human Rights Student Leadership Council (HRSLC). HRSLC is designed to disseminate knowledge about human and civil rights laws, and how to protect and assert these rights; to develop young leaders for civil rights leadership roles, including future human rights commissioners; and to prepare a young generation of students for their roles as community leaders, prospective employees, tenants, and consumers.

Cohort 8 Applications will be available on the Human Rights website on August 21, 2023.

For more information about HRSLC visit:
[Human Rights Student Leadership Council](#)



For more information, visit us at
pwcva.gov/humanrights

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