



Pregnant Workers' Fairness Act Case Filings

State Fiscal Year 2022



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The West Virginia Human Rights Commission (HRC) encourages and endeavors to bring about respect, tolerance, and mutual understanding among all West Virginians 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 §5-11A-1, *et seq.*

The Pregnant Workers' Fairness Act, W. Va. Code §5-11B-1, *et seq.*, passed in 2014, prohibits employment discrimination against persons who are experiencing pregnancy, pregnancy-related conditions, and childbirth. Employers are also required to make reasonable accommodations for pregnant workers in order to allow them to remain fully employed.

Pursuant to W. Va. Code §5-11-8 and W. Va. Code §5-11B-3, the HRC received one sexual discrimination complaint in state fiscal year 2022 (July 1, 2021 - June 30, 2022) related to pregnancy discrimination under the Pregnant Workers' Fairness Act, W. Va. Code §5-11B-1, *et seq.*

As of June 30, 2022, the case remained open and under investigation.