



Fact Sheet for the PHRC's Proposed Regulations on Protected Classes

1. What protections does the Pennsylvania Human Relations Commission enforce?

The Pennsylvania Human Relations Commission (PHRC) enforces the Pennsylvania Human Relations Act (PHRA) and the Pennsylvania Fair Educational Opportunities Act (PFEOA). The PHRA and the PFEOA protect individuals from being discriminated against because of their protected class. Protected classes under the PHRA and the PFEOA include race, religious creed, and sex. Under the PHRA, protections are available in employment, housing, public accommodations, and educational institutions. Under the PFEOA, protections are available for certain educational institutions.

2. What is a regulation?

A regulation is a rule developed by a state agency that helps to clarify or explain the law that the agency enforces.

3. Why do state agencies adopt regulations?

State agencies adopt regulations to provide the public with information regarding the law(s) they enforce and how the law(s) may affect the public interest.

4. Why is the PHRC proposing new regulations?

The PHRC is proposing new regulations because the PHRA and the PFEOA do not define the protected classes race, religious creed, or sex. The proposed regulations can be found at <http://www.irrc.state.pa.us/regulations/RegSrchRslts.cfm?ID=3350>.

5. Why are these regulations important?

The PHRC continually considers ways that it can protect the rights of people in the Commonwealth of Pennsylvania. The proposed regulations help to enforce the rights granted in the PHRA and the PFEOA for individuals to be free from discrimination because of their race, religious creed, or sex.

6. How do I file comments regarding the proposed regulations?

The Pennsylvania Bulletin will publish the proposed regulations on April 9, 2022. The public comment period will be open for thirty (30) calendar days, from April 9, 2022, until May 9, 2022, after the Pennsylvania Bulletin publishes the proposed regulations. Public comments may be submitted to the following email address: RA-HRREGSCOMMENT@pa.gov.

7. Will the PHRC respond to public comments?

The PHRC will respond to every comment received as part of the PHRC's final-form regulation.