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## VPLC Supports SB 494, Bill to Clarify Employer Size and S/L Language in the Virginia Human Rights Act

Virginia Poverty Law Center (VPLC) supports SB 494 because it clarifies some of the 2020 changes made to the Virginia Human Rights Act. These clarifications support low-income workers who experience workplace discrimination in the following ways:

1. Establishes that employers of 5+ would be covered by the Virginia Human Rights Act regardless of the type of HRA discrimination claim. Low-income workers do not have the time or resources to differentiate between employers of 15+ being covered for one type of discriminatory discharge v. employers of 5+ being covered for another type of discriminatory discharge.
2. The 2-year S/L gives time to low-income workers to identify resources to help them decide whether or not to pursue worker discrimination charges. Most workers, especially low-income workers, who are experiencing discrimination at work or who are wrongfully terminated, struggle to live paycheck-to-paycheck. If they are discharged or experiencing discrimination, they need to secure a job ASAP to put food on the table, pay their bills, etc. A two-year S/L is reasonable and gives workers time to decide whether to pursue a workplace discrimination claim.

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