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Independent Regulatory
Review Commission

Stephen Hoffman

From: IRRC
Sent: Friday, May 6, 2022 3:54 PM
To: Corinne Brandt; Leslie Johnson; Fiona Cormack
Cc: Stephen Hoffman
Subject: FW: IRRC 3339 Protected classes by PHRC

Comment on #3339.

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From: mjansen@1791.com <jmjansen@1791.com>
Sent: Friday, May 6, 2022 3:37 PM
To: IRRC <irrc@irrc.state.pa.us>
Subject: IRRC 3339 Protected classes by PHRC

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IRRC 3339 Protected classes by PHRC

For race definitions

Many of these definitions are vague and subjective and very much open to interpretation making it impossible to understand what could possibly count as discrimination making living under these laws tedious and stressful, never knowing what could be perceived as discrimination.

Ethnic characteristics - by whose judgement?

Interracial marriage or association - what is meant by association?? - to what extent interracial marriage ? white-black, white-asian, black-middle eastern, asian-black, asian-middle eastern, white-middle eastern...how / what discrimination are we talking about? Where is the public need for such demonstrated?

Traits historically associated with race - again very subjective and looking for problems - are we talking "ownership" where people of one race acting/presenting in way some perceive as "trait historically associated with another race" get accused of discrimination ?? Again where is the public need for this ? Are we not risking actually creating more problems?

Persons of Hispanic national origin or ancestry - are these not covered in race, ethnic groups? Why a whole separate group that some people who can be classified in this broader group don't care for? Why are we forcing this definition ?

Persons of any other national origin or ancestry as specified in a PHRA complaint?

How vague and undefined it this? This could cover literally anything and certainly does not rise to any evidence of problems necessarily rising to civil rights protection status as separate entity.