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**From:** David McDougal  
**To:** HR, PHRC Reqs Public Comment  
**Subject:** [External] Comments on Proposed New Regulations  
**Date:** Friday, May 6, 2022 10:07:37 AM

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May 4, 2022

To: Pennsylvania Human Relations Commission

Reference: Regulation No. 52-013

MAY 11 2022

Independent Regulatory  
Review Commission

Dear Commission Members,

My name is David McDougal and I am gay older adult citizen residing in Pittsburgh, Pennsylvania with my husband. Currently I am an active member of the Western Pennsylvania SAGE at Persad Center. This letter is sent to you to voice my support for the proposed new regulations that would include sexual orientation and gender identity in the list of protected classes under Pennsylvania non-discrimination law.

Throughout my life I worked as a public educator administrator and continuing into retirement have seen how LGBTQ+ persons have experienced discrimination in housing, employment and access to equality of medical care, especially in the later years of their lives. In my own career I was subjected discrimination that forced me to leave an administrative employment position.

My work and interaction with a wide range of LGBTQ+ older adults has provided an awareness of many situations where individuals were subjected to emotional and financial hardships. Tragically, older LGBTQ+ adults are particularly vulnerable and basically defenseless against abuse, mistreatment and discrimination if they reside in a nursing or personal care facility.

LGBTQ+ older Pennsylvania citizens as well as those of all ages have never been afforded equal treatment and have been subjected to discrimination because they were not protected by Pennsylvania non-discrimination law. No Pennsylvania citizen should have to live in fear due to their sexual orientation or gender identity.

Because the Pennsylvania Legislature has not acted to pass the Fairness Act, I am urging you to include sexual orientation and gender identity as protected classes under the Pennsylvania Human Relations Act and Pennsylvania Fair Education Opportunities Act.

If you would like to have additional input from me on this issue regarding the importance of providing these protected classes I am available to provide that input. Thank you for your consideration of this matter.

Yours truly,  
David A. McDougal  
333 S Highland Avenue  
Apartment 704  
Pittsburgh, PA 15206

[dmedougal14@verizon.net](mailto:dmedougal14@verizon.net)  
412-889-3572